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THE  
**LABOUR  
GAZETTE**

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IN THIS ISSUE:

First National Conference  
on Apprenticeship in  
Trades and Industry

Technical Assistance to  
Under-Developed Countries

Provincial Labour  
Legislation in 1952

Wages, Hours, Working  
Conditions in the  
Meat Packing Industry



Published Monthly  
by the

**DEPARTMENT  
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OTTAWA



# THE LABOUR GAZETTE

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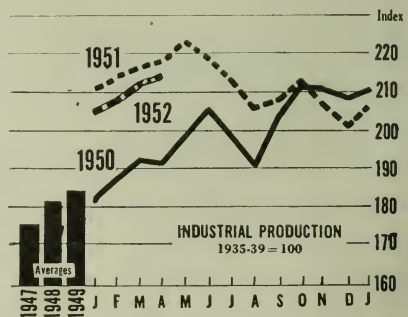
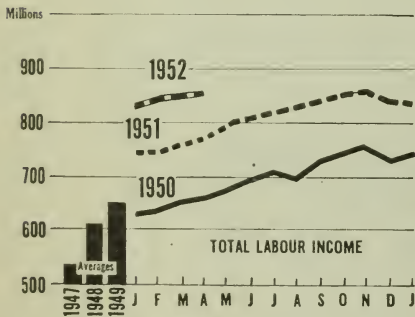
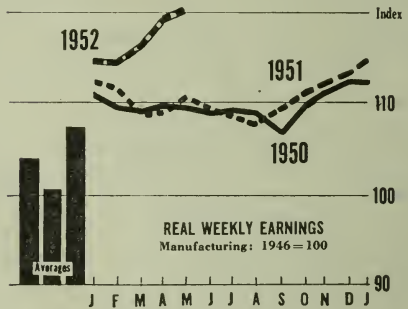
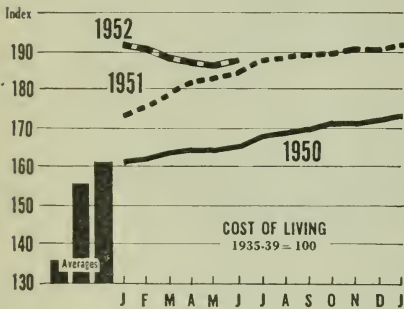
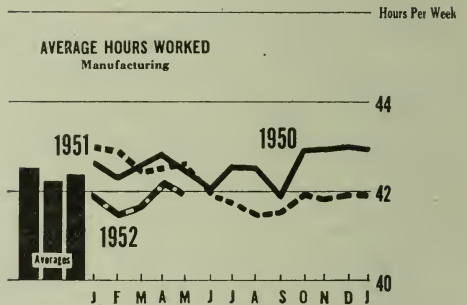
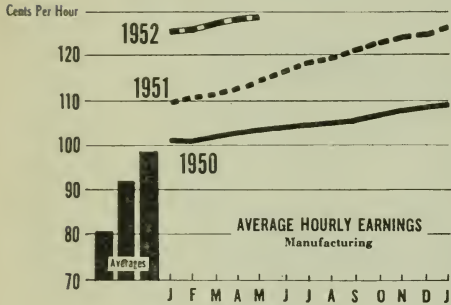
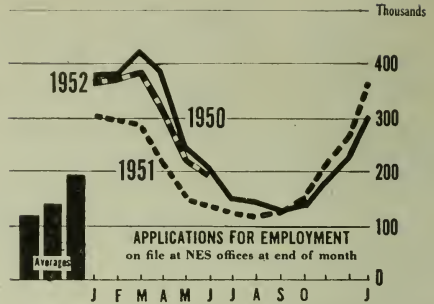
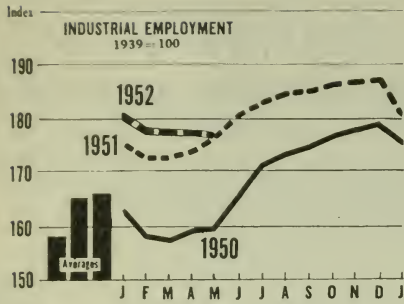
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

VOLUME LII, No. 7

JULY, 1952

## PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Current Labour Conditions</i> .....	843
<i>Notes of Current Interest</i> .....	846
<i>Extracts from Hansard of Interest to Labour</i> .....	858
<i>First National Conference, Apprenticeship in Trades and Industry</i> .....	877
<i>Technical Assistance to Under-developed Countries</i> .....	886
<i>Index of Wage Rates, April 1, 1952</i> .....	891
<i>Highlights of Provincial Labour Legislation in 1952</i> .....	892
<i>Canada Prepares 1951 Report for U.N. Yearbook on Human Rights</i> .....	896
<i>Fatal Industrial Accidents in Canada during First Quarter, 1952</i> .....	898
<i>Canadian Manufacturers' Association Studies Collective Bargaining</i> .....	900
<i>Québec Federation of Labour Holds 15th Annual Convention</i> .....	907
<i>International Labour Organization:</i>	
Plan Now to Prevent Unemployment When Arms Needs Slacken.....	909
<i>Teamwork in Industry</i> .....	911
<i>Industrial Relations and Conciliation:</i>	
Certification and Other Proceedings before the Canada Labour Relations Board.....	912
Conciliation and Other Proceedings before the Minister of Labour.....	914
Canadian Railway Board of Adjustment No. 1 Releases Decisions.....	921
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	924
Collective Agreement Act, Quebec.....	928
Industrial Standards Acts, etc. ....	932
<i>Labour Law:</i>	
Labour Legislation in Saskatchewan.....	933
Legal Decisions Affecting Labour.....	937
Recent Regulations, Federal and Provincial.....	945
<i>Unemployment Insurance:</i>	
Decisions of the Umpire under the Unemployment Insurance Act.....	955
Monthly Report on Operation of the Unemployment Insurance Act.....	958
<i>Fair Wages Conditions in Federal Government Contracts</i> .....	960
<i>Employment Conditions during May-June, 1952</i> .....	963
<i>Wages, Hours and Working Conditions:</i>	
The Meat Packing Industry.....	967
<i>Prices and the Cost of Living</i> .....	976
<i>Strikes and Lockouts</i> .....	977
<i>Selected Publications Recently Received in Library of Department of Labour</i> ...	978
<i>Labour Statistics</i> .....	983



# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

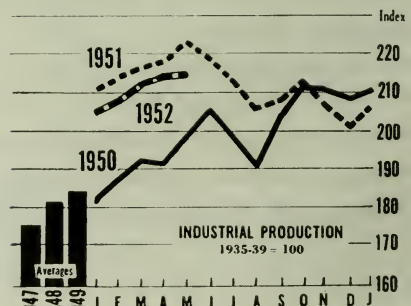
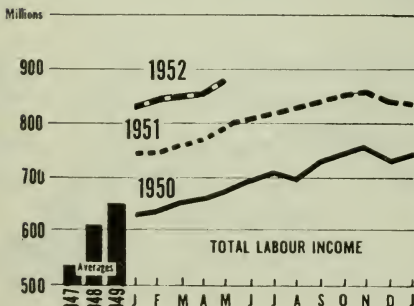
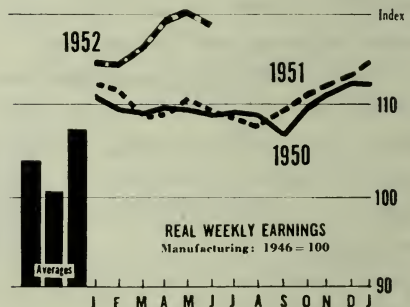
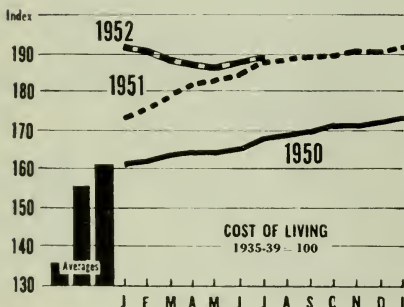
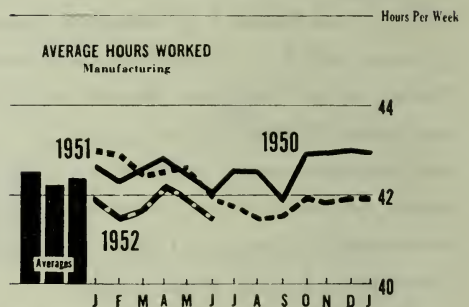
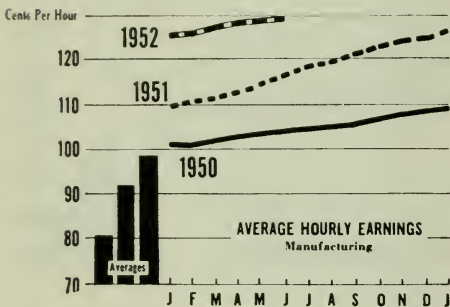
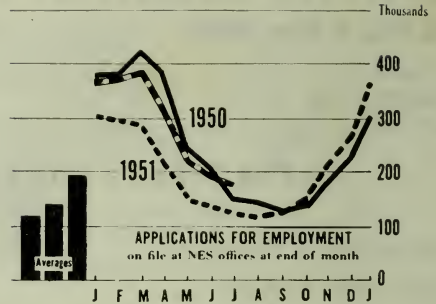
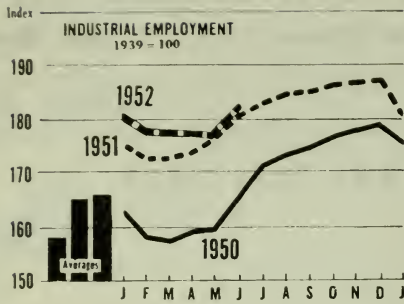
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

VOLUME LII, No. 8

AUGUST, 1952

## PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Current Labour Conditions</i> .....	1017
<i>Labour Day Messages</i> .....	1020
<i>Notes of Current Interest</i> .....	1026
<i>Extracts from Hansard of Interest to Labour</i> .....	1038
<i>Vacations with Pay in Canadian Manufacturing, 1951</i> .....	1039
<i>Alberta Special Committee Reports on Workmen's Compensation Act</i> .....	1053
<i>Implications of Rent Control</i> .....	1057
<i>Merit-Rating Incentive Schemes</i> .....	1060
<i>Factory Inspection in the United Kingdom</i> .....	1062
<i>International Federation of Christian Trade Unions Hold Convention</i> .....	1070
<i>International Labour Organization:</i>	
Three Conventions, Three Recommendations are Approved.....	1072
<i>Teamwork in Industry</i> .....	1073
<i>Industrial Relations and Conciliation:</i>	
Certification and Other Proceedings before the Canada Labour Relations Board.....	1074
Conciliation and Other Proceedings before the Minister of Labour.....	1076
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	1078
Collective Agreement Act, Quebec.....	1083
<i>Labour Law:</i>	
Labour Legislation Enacted in Alberta and Ontario in 1952.....	1085
Legal Decisions Affecting Labour.....	1095
Recent Regulations under Provincial Legislation.....	1102
<i>Unemployment Insurance:</i>	
Monthly Report on Operation of the Unemployment Insurance Act.....	1109
Decisions of the Umpire under the Unemployment Insurance Act.....	1110
<i>Fair Wages Conditions in Federal Government Contracts</i> .....	1113
<i>Employment Conditions during June-July, 1952</i> .....	1117
<i>Wages, Hours and Working Conditions:</i>	
Primary Iron and Steel Industry.....	1120
<i>Prices and the Cost of Living</i> .....	1123
<i>Strikes and Lockouts</i> .....	1125
<i>Selected Publications Recently Received in Library of Department of Labour</i> ..	1126
<i>Labour Statistics</i> .....	1127





# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

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VOLUME LII, No. 9

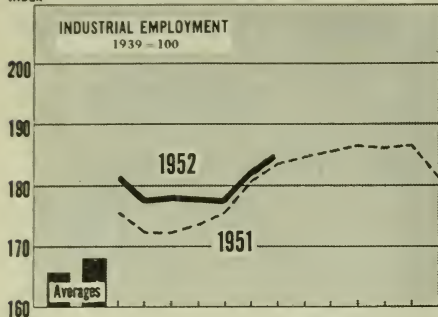
SEPTEMBER, 1952

## PRINCIPAL CONTENTS OF THIS ISSUE

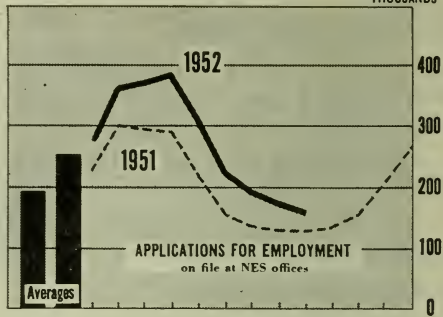
	PAGE
<i>Current Labour Conditions</i> .....	1161
<i>Notes of Current Interest</i> .....	1164
<i>Trades and Labour Congress Holds 67th Annual Convention</i> .....	1178
<i>Lakehead Grain Elevator Dispute is Settled</i> .....	1190A
<i>Anti-Discrimination Clause Inserted in all Federal Government Contracts</i> .....	1190B
<i>The Normal Work Week in 29 Canadian Cities, October, 1951</i> .....	1191
<i>Legislation Enacted by Canada's 21st Parliament</i> .....	1193
<i>Labour Organization in Canada, 1952</i> .....	1198
<i>Newfoundland Federation of Labour Holds Sixteenth Annual Convention</i> .....	1199
<i>Belgian Family Allowance Scheme Completes 30 Years of Operations</i> .....	1200
<i>International Labour Organization:</i>	
ILO Director-General Reiterates Organization's Aims.....	1201
<i>Teamwork in Industry</i> .....	1206
<i>Industrial Relations and Conciliation:</i>	
Certification and Other Proceedings before the Canada Labour Relations Board.....	1207
Conciliation and Other Proceedings before the Minister of Labour.....	1207
Canadian Railway Board of Adjustment Releases Decisions.....	1216
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	1218
Collective Agreement Act, Quebec.....	1221
Industrial Standards Acts, etc. ....	1223
<i>Labour Law:</i>	
Legislation Enacted in Manitoba at 1952 Session.....	1224
Legal Decisions Affecting Labour.....	1228
Recent Regulations, Dominion and Provincial.....	1231
<i>Unemployment Insurance:</i>	
Monthly Report on Operation of the Unemployment Insurance Act.....	1239
Decisions of the Umpire under the Unemployment Insurance Act.....	1240
<i>Employment Conditions during July-August, 1952</i> .....	1243
<i>Fair Wages Conditions in Federal Government Contracts</i> .....	1246
<i>Wages, Hours and Working Conditions:</i>	
The Pulp and Paper Industry.....	1250
<i>Prices and the Cost of Living</i> .....	1257
<i>Strikes and Lockouts</i> .....	1259
<i>Selected Publications Recently Received in Library of Department of Labour</i> ..	1260
<i>Labour Statistics</i> .....	1264

# CURRENT LABOUR TRENDS

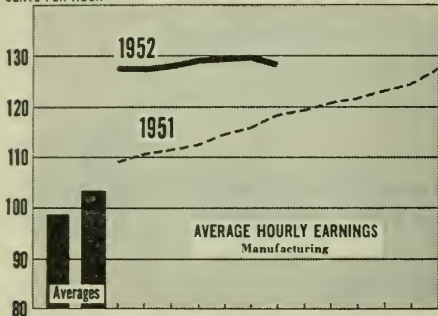
INDEX



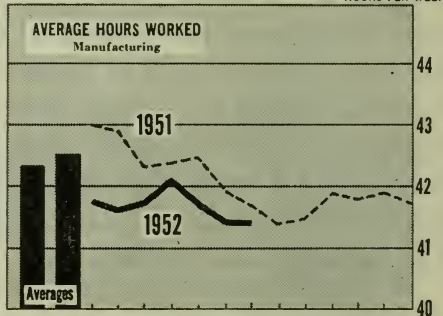
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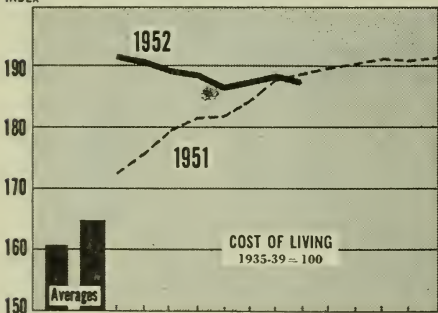
CENTS PER HOUR



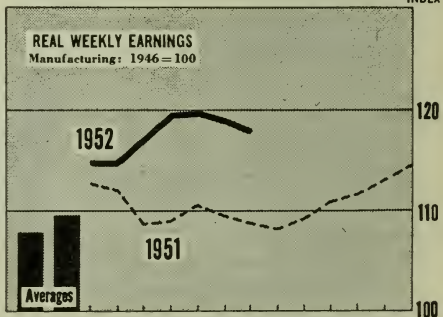
HOURS PER WEEK



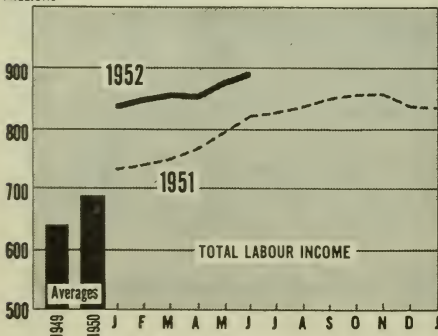
INDEX



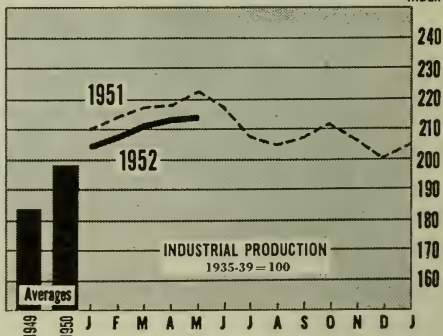
INDEX



MILLIONS



INDEX



# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

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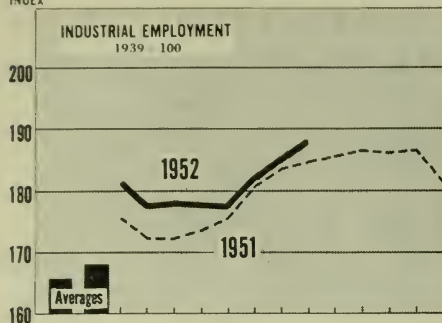
## PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Current Labour Conditions</i> .....	1299
<i>Notes of Current Interest</i> .....	1302
<i>The Normal Work Week in Six Major Industries, 1951</i> .....	1307
<i>Fatal Industrial Accidents in Canada during Second Quarter</i> .....	1309
<i>French Labour Leader Addresses CCL Convention</i> .....	1311
<i>12th Annual Convention of the Canadian Congress of Labour</i> .....	1312
<i>31st Convention of Canadian and Catholic Confederation of Labour</i> .....	1329
<i>Canadian Aircraft Plant Trains Own Apprentices, Technicians</i> .....	1340
<i>Quebec Department of Labour Issues Report for 1951</i> .....	1342
<i>International Labour Organization:</i>	
Meetings Held by ILO Metal Trades, Iron and Steel Committees.....	1347
ILO Governing Body Meets in 119th Session.....	1348
Convention on Accommodation of Ships' Crews to Come into Force.....	1348
<i>Teamwork in Industry</i> .....	1349
<i>Industrial Relations and Conciliation:</i>	
Certification and Other Proceedings before the Canada Labour Relations Board.....	1350
Conciliation and Other Proceedings before the Minister of Labour.....	1352
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	1356
Collective Agreement Act, Quebec.....	1361
<i>Labour Law:</i>	
Labour Legislation in Nova Scotia, 1952.....	1364
Legal Decisions Affecting Labour.....	1369
Recent Regulations, Federal and Provincial.....	1372
<i>Unemployment Insurance:</i>	
Decisions of the Umpire under the Unemployment Insurance Act.....	1374
Monthly Report on Operation of the Unemployment Insurance Act.....	1375
<i>Fair Wages Conditions in Federal Government Contracts</i> .....	1377
<i>Employment Conditions during August-September, 1952</i> .....	1380
<i>Prices and the Cost of Living</i> .....	1382
<i>Strikes and Lockouts</i> .....	1384
<i>Publications Recently Received in Department of Labour Library</i> .....	1385
<i>Labour Statistics</i> .....	1390

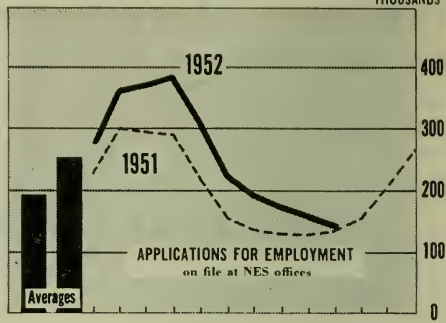


# CURRENT LABOUR TRENDS

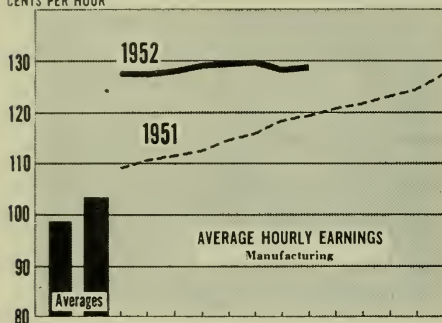
INDEX



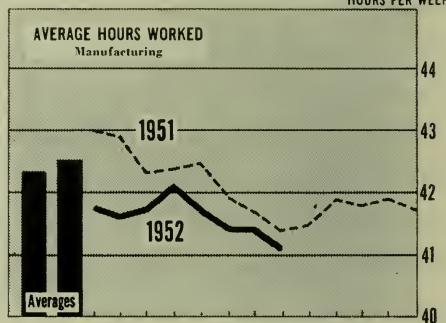
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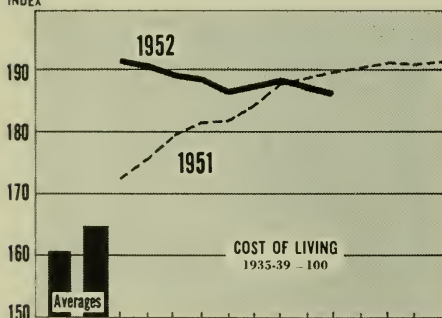
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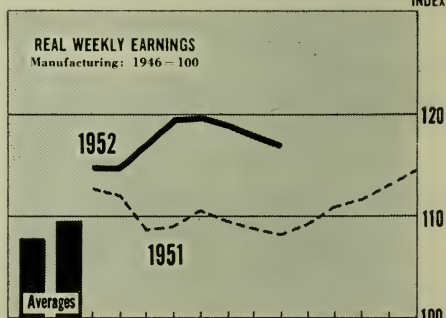
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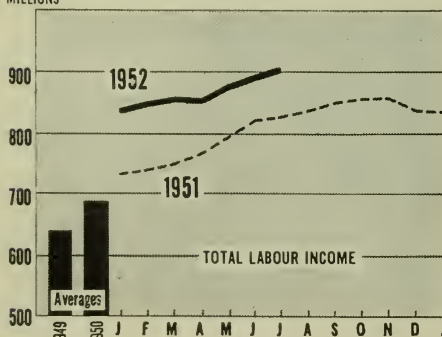
INDEX



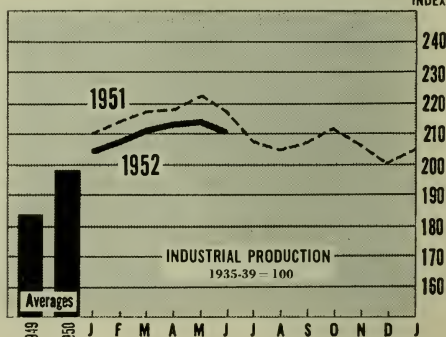
INDEX



MILLIONS



INDEX



# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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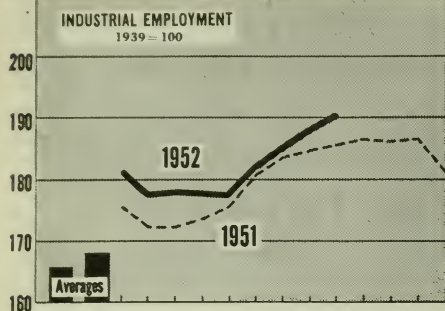
## PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Current Labour Conditions</i> .....	1423
<i>Notes of Current Interest</i> .....	1426
<i>New Brunswick Federation of Labour 40th Annual Convention</i> .....	1437
<i>Annual Report of Nova Scotia Department of Labour, 1951</i> .....	1443
<i>Extent of Bonus Plans in Canadian Manufacturing</i> .....	1446
<i>Britain's Trades Union Congress Holds 84th Annual Conference</i> .....	1447
<i>71st Annual Convention of the American Federation of Labour</i> .....	1451
<i>"To Insist on Youth When Hiring Women Creates Shortages"</i> .....	1455
<i>International Labour Organization:</i>	
Canada's Part in 35th Session of International Labour Conference.....	1457
<i>Teamwork in Industry</i> .....	1464
<i>Industrial Relations and Conciliation:</i>	
Certification and Other Proceedings before the Canada Labour Relations Board.....	1465
Conciliation and Other Proceedings before the Minister of Labour.....	1467
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	1474
Collective Agreement Act, Quebec.....	1479
<i>Labour Law:</i>	
Labour Legislation, Newfoundland, 1952.....	1483
Legal Decisions Affecting Labour.....	1486
Recent Regulations, Federal and Provincial.....	1492
Administrators of Labour Legislation Hold 11th Annual Conference.....	1494
<i>Unemployment Insurance:</i>	
Decisions of the Umpire under the Unemployment Insurance Act.....	1496
Monthly Report on Operation of the Unemployment Insurance Act.....	1497
Unemployment Insurance Regulations Amended.....	1498
<i>Fair Wages Conditions in Federal Government Contracts</i> .....	1500
<i>Employment Conditions during September-October, 1952</i> .....	1504
<i>Prices and the Cost of Living:</i>	
New Consumer Price Index Released.....	1506
<i>Strikes and Lockouts</i> .....	1510
<i>Publications Recently Received in Department of Labour Library</i> .....	1511
<i>Labour Statistics</i> .....	1516

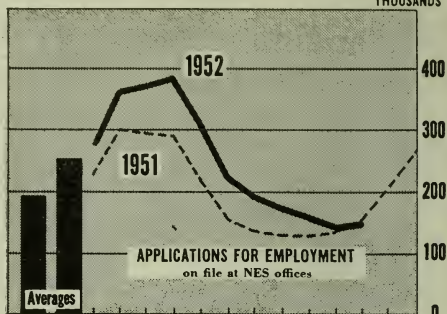


# CURRENT LABOUR TRENDS

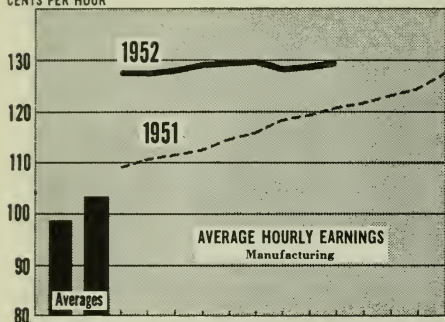
INDEX



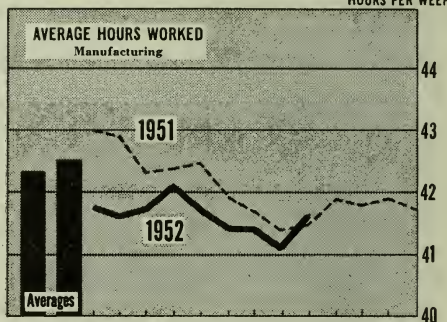
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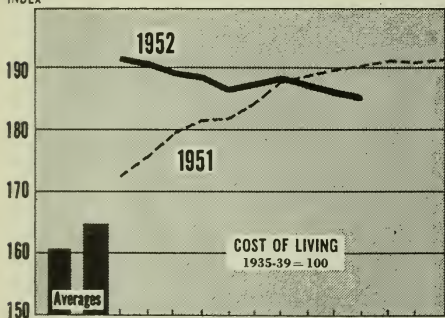
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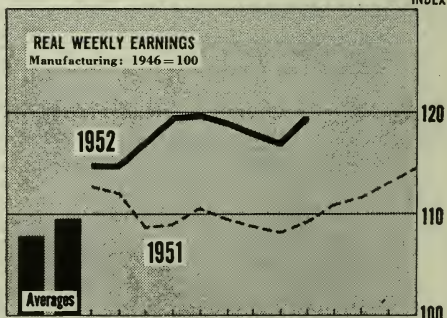
HOURS PER WEEK



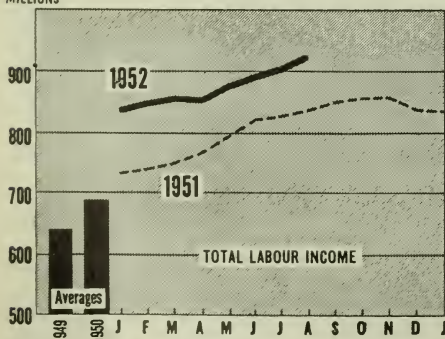
INDEX



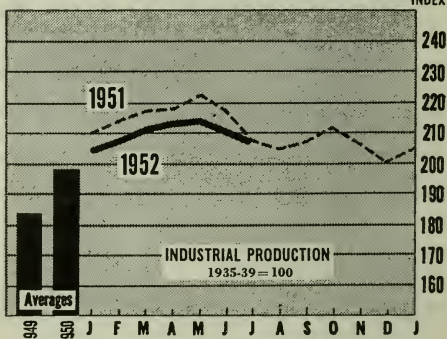
INDEX



MILLIONS



INDEX



# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

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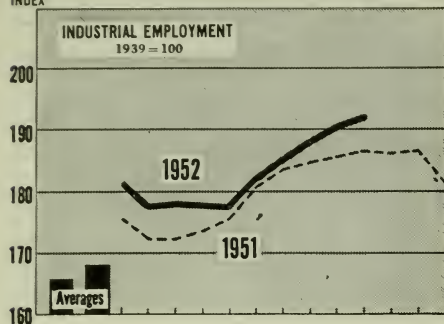
## PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Current Labour Conditions</i> .....	1551
<i>Notes of Current Interest</i> .....	1554
<i>Extracts from Hansard of Interest to Labour</i> .....	1565
<i>Plan for Rehabilitation of Civilian Disabled being Drafted</i> .....	1566
<i>B.C. Executive (TLC) Presents Brief to Provincial Cabinet</i> .....	1567
<i>Household Employment in the United States</i> .....	1568
<i>N.B. Department of Labour Issues Report</i> .....	1570
<i>William Green, AFL President, Dies</i> .....	1572
<i>New Year's Messages</i> .....	1573
<i>International Labour Organization:</i>	
Third Session of Chemical Industries Committee.....	1578
ILO Technical Assistance Projects Total 276.....	1580
<i>Teamwork in Industry</i> .....	1582
<i>Industrial Relations and Conciliation:</i>	
Proceedings before Canada Labour Relations Board.....	1583
Conciliation Proceedings before the Minister of Labour.....	1584
Canadian Railway Board of Adjustment No. 1.....	1588
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	1592
Collective Agreement Act, Quebec.....	1599
Industrial Standards Acts, etc. ....	1601
<i>Labour Law:</i>	
Labour Legislation, New Brunswick and Prince Edward Island.....	1603
Legal Decisions Affecting Labour.....	1607
Recent Regulations, Federal and Provincial.....	1611
<i>Unemployment Insurance:</i>	
Decisions of the Umpire.....	1618
Monthly Report on Operations.....	1620
<i>Fair Wages Conditions in Federal Government Contracts</i> .....	1622
<i>Employment Conditions during October-November, 1952</i> .....	1626
<i>Wages, Hours and Working Conditions:</i>	
Urban Transportation Industry.....	1630
<i>Prices and the Cost of Living</i> .....	1633
<i>Strikes and Lockouts</i> .....	1635
<i>Labour Statistics</i> .....	1638

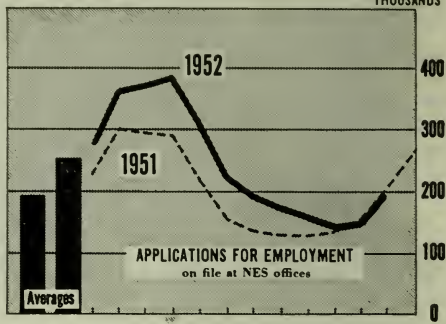


# CURRENT LABOUR TRENDS

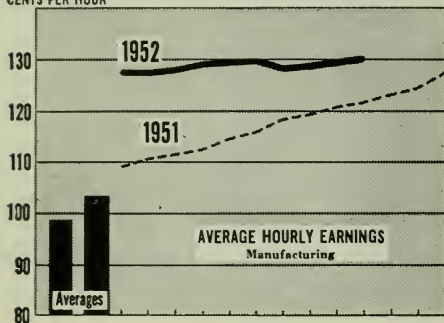
INDEX



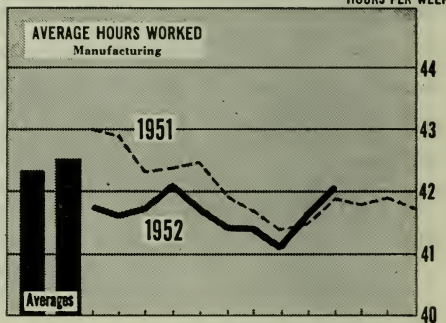
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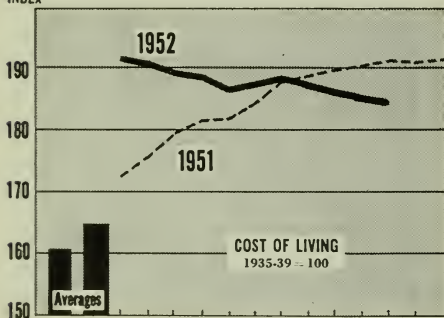
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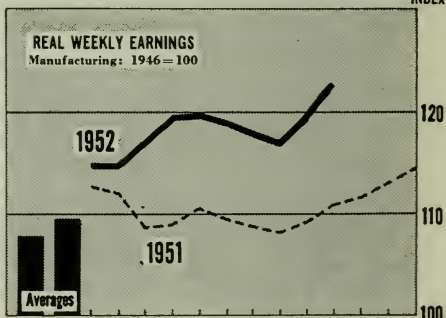
HOURS PER WEEK



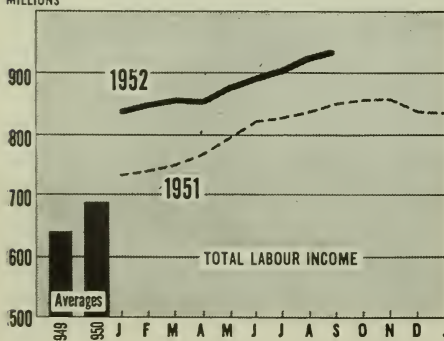
INDEX



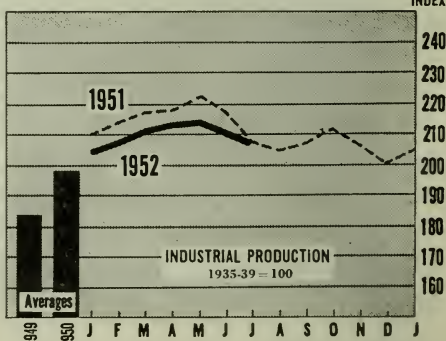
INDEX



MILLIONS



INDEX







# Current

## LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (July 11)

*By Economics and Research Branch,  
Department of Labour*

**E**MPLOYMENT continued to increase during the month of June as the agriculture and construction industries moved into full operation. Total employment applications listed with the National Employment Service at the end of June were 197,038, a figure 53,300 higher than that at the same time last year, but 27,800 below that at the end of May. The secondary effects of strikes in the logging, lumbering and construction industries on the Pacific coast and the lower level of residential construction this year than last are in part responsible for the relatively larger number of people seeking work this year compared with 1951. Industries producing defence materials have continued to expand operations but there has been very little improvement in the consumer goods fields. Negotiations have begun between the Canadian railway companies and the unions of non-operating employees and collective bargaining negotiations are proceeding in the primary steel industry and the pulp and paper industry. At present some 32,000 workers are on strike in the lumbering and logging industry on the west coast.

### Employment

Most of the increase in employment during the past month has taken place in logging, agriculture and industrial construction. This year the river drive has absorbed large numbers of loggers and bushmen, with employment in logging for the pulp and paper industry at the end of June only 13 per cent below the higher-than-usual 1951 level. The drive will soon be completed and most firms are planning a lighter summer cut than last year.

On the other hand, the construction industry has been rather slow in getting under way and, since so much of the work undertaken this year is composed of defence and "special" projects, construction activities are concentrated in relatively few centres. Recruiting for defence projects in Labrador and Newfoundland has absorbed a good many of the jobless construction workers in Quebec and the Maritimes but has not been able to

counteract the effect of the low level of residential building. Contracts awarded during March, April and May for the building of dwelling units were 14 per cent lower than for the same months in 1951 and nine per cent lower than in 1950. National Employment Service applications for work from skilled and unskilled construction workers totalled 21,700 at the end of June, compared with 11,200 at the end of June, 1951.

Agriculture is at a seasonal high at this time of year. Demand for experienced farm help is still strong in most parts of the country, with the greatest need being for haying help in the central provinces. The Department of Labour has called for help from the Maritime and Prairie Provinces for haying and harvesting in Ontario and up to the beginning of July about 220 men had come from the Maritimes and about 30 from the Prairies. The arrival of a substantial number of immigrants during May and June has helped to relieve

the farm labour shortage. A few women moved from Alberta and Saskatchewan to pick berries in British Columbia but unfavourable weather conditions during the strawberry season reduced the demand for this type of labour and the request for more berry pickers was withdrawn.

In the manufacturing industries there have been some further lay-offs in the primary textile and paper products industries. The furniture, leather goods and electrical goods industries have increased their employment only very slightly over the past few weeks. Some improvement was evident in clothing manufacturing but further lay-offs have been necessary as the industry is at its summer low. Hiring is continuing to expand in defence industries and in some of the producer goods industries, as indicated by substantial employment increases at May 1, 1952 over the same date last year: aircraft (66%), ship-building (52%), railway rolling stock (15%), agricultural implements (11%), primary iron and steel (10%). Anticipated early June production peaks in automobile manufacturing plants have suffered cut-backs because of steel shortages and further lay-offs are expected during July. Total manufacturing employment at May 1, 1952 was fractionally lower than at May 1, 1951.

The number of unplaced applicants at National Employment Service offices declined by 27,800 during the month of June, with the Quebec region accounting for over half of the decline (19,000). During this period there was also a decline of 6,000 registrants in Ontario, 7,100 in the Atlantic, 800 in the Prairie, and an increase of 5,100 in the Pacific region. At the end of June the number of applications for work was higher than at the end of June, 1951, in all five regions. The following table shows the total job applications at National Employment Service offices on the dates indicated:—

Region	June 26, 1952	May 29, 1952	June 28, 1951
Atlantic .....	24,287	31,390	20,037
Quebec .....	63,070	82,055	39,865
Ontario .....	58,618	64,586	39,771
Prairies .....	19,797	20,608	17,761
Pacific .....	31,266	26,186	22,336
CANADA .....	197,038	224,825	139,770

Steel shortages resulting from the United States steel strike were beginning to affect employment in Canada by the end of June. Some lay-offs have occurred in the automobile industry and more are anti-

cipated this month as steel inventories are used up. Increased steel capacity due to come into production at Stelco this month should ease the current situation somewhat. However, the Canadian steel industry has been cut off from American iron ore supplies and the Steel Company of Canada has stated that unless the strike is settled soon they will be unable to stockpile enough ore before the navigation season on the lakes closes to keep them at full production during the winter.

## Industrial Relations

Negotiations between Canadian railway companies and unions representing approximately 125,000 non-operating employees began during July. Eighteen unions are bargaining through a central committee to revise contracts which expire September 1, 1952. The unions are reported to be asking for a 45-cent-an-hour increase in wage rates and a cost-of-living bonus of 1 cent an hour for each point rise in the cost-of-living index. In addition to the wage rate adjustments, the unions are requesting a union shop clause and a check-off. Railway unions have not previously pressed for union security provisions.

Collective bargaining negotiations have been proceeding for some time in other major Canadian industries, including pulp and paper companies in eastern Canada, the primary steel industry, meat packing and west coast logging and lumbering, without settlements being reached. On the west coast, approximately 32,000 logging and lumbering workers have been on strike since June 16.

It is reported that a basis for settlement has been reached between the United Textile Workers of America (TLC-AFL) and the Dominion Textile Company Limited covering about 5,800 employees at Montreal and Valleyfield who have been on strike since April 2. Reports indicate that the settlement includes provision for an 11-cent-an-hour increase in wage rates.

The signing of an agreement in June by the Chrysler Corporation of Canada Limited and the United Automobile Workers (CCL-CIO) brings to a close bargaining for this year at the large automobile manufacturers. An agreement was reached at Ford of Canada and employees at General Motors are under a five-year agreement signed in 1950. The Chrysler agreement provided a four-cent-an-hour increase with additional adjustments for skilled classifications, an improved vacation plan, and other changes.

# CURRENT LABOUR STATISTICS

(Latest available statistics as of July 10, 1952)

Principal Items	Date 1952	Amount	Percentage change from	
			Previous Month	Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Mar. 1	5,179,000	—	+ 1.3
Persons with jobs (a).....	Mar. 1	4,967,000	—	+ 0.5
Persons without jobs and seeking work (a)...	Mar. 1	212,000	—	+24.7
<b>REGISTERED FOR WORK, N.E.S.—</b>				
Atlantic.....	July 3	23,625	-24.7	+17.9
Quebec.....	July 3	61,521	-25.0	+54.3
Ontario.....	July 3	55,746	-13.7	+40.2
Prairie.....	July 3	21,927	+ 6.4	+23.5
Pacific.....	July 3	33,441	+27.7	+49.7
Total, all regions.....	July 3	196,260	-12.7	+40.4
Ordinary claims for				
Unemployment Insurance benefit.....	June 1	143,490	-34.2	+61.4
Amount of benefit payments.....	May	\$10,374,007	-21.7	+83.3
Index of employment (1939=100).....	May 1	177.4	- 0.2	+ 1.0
Immigration.....	May	19,848	+ 1.8	+36.0 (b)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	June	708,382	—	+480.5 (b)
No. of workers involved.....	June	59,364	—	+111.8 (b)
No. of strikes.....	June	40	—	- 19.0 (b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	May 1	\$54.30	0.0	+10.4
Average hourly earnings (mfg.).....	May 1	\$ 1.29	+ 0.3	+13.4
Average hours worked per week (mfg.).....	May 1	42.0	- 0.2	- 1.2
Average weekly earnings (mfg.).....	May 1	\$54.35	+ 0.1	+12.1
Cost-of-living index (av. 1935-39=100).....	June 1	187.3	+ 0.3	+ 1.7
Real weekly earnings (mfg. Av. 1946=100).....	May 1	120.5	+ 1.2	+ 9.2
Total labour income.....\$000,000	April	854	+ 0.2	+11.9
<b>Industrial Production—</b>				
Total (Av. 1935-39 = 100).....	April	213.9	+ 1.1	- 2.0
Manufacturing.....	April	220.2	+ 0.8	- 3.6
Durables.....	April	265.7	- 0.6	- 4.6
Non-durables.....	April	193.8	+ 2.0	- 2.8
<b>Trade—</b>				
Retail.....\$000,000	April	920	+ 7.4	+ 7.1
Exports.....\$000,000	May	381	+ 9.8	+17.7
Imports.....\$000,000	May	388	+19.7	- 4.3

- (a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
- (b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.*



# Notes of Current Interest

## **Department's Exhibit Promotes Apprenticeship**

Theme of this year's Department of Labour exhibit is to encourage young people to enter skilled trades. The exhibit had its initial showing at the Brandon Exhibition from June 30 to July 4.

The exhibit is in line with the recommendations of the National Conference on Apprenticeship at Ottawa in May.

The booth, which will be on display at most major Canadian fairs and exhibitions this summer, will be manned by representatives of the National Employment Service. Provincial apprenticeship authorities have been requested to provide representatives to answer questions about provincial apprenticeship regulations.

Last year's exhibit was designed to extend the employment horizon for physically-handicapped Canadians.

## **"Open Books to Union if Pleading Inability to Pay"**

A company pleading inability to pay going wage rates in an industry ought to be prepared to open its books to union representatives, in order to establish a case before a conciliation board. This was the contention of Judge W. S. Lane of Picton, Ont., chairman of a conciliation board in a dispute between Otaco Limited of Orillia and the United Steelworkers of America (CIO-CCL).

Noting that there was a 40-cent differential between wages paid at Otaco and those paid at companies like International Harvester and Cockshutt Plow, Judge Lane held that "it is not proper for the company to argue that they cannot pay unless they are prepared to have that statement analysed by experts acting for the opposite party".

He recommended an increase of eight cents an hour across the board, qualifying his recommendation by permitting the re-opening of conciliation proceedings on the wage increase if the company filed copies of its financial statement with the

Minister of Labour for distribution to the board members and to the union representative. The union representative in this event must not make the statement's contents public, Judge Lane warned.

## **Fewer Houses Being Started, Completed**

Fewer houses are being started and fewer completed this year. In May, starts of new dwelling units dropped from 11,699 in May last year to 7,127; completions fell from 5,688 to 5,325.

In the first five months of 1952, starts numbered 14,395; completions, 18,391. Corresponding figures last year were 17,252 and 25,209. Number of dwelling units in various stages of construction this May was 38,814. Last year at the same time it was 51,090.

These figures were prepared by the Dominion Bureau of Statistics.

## **Gives Reasons for Drop In House Building**

Home building in Canada is on a definite down trend because of a lack of serviced land, lack of mortgage money, and high prices, Robert Drummond, Immediate Past President of the Canadian Construction Association, has declared. "The house-building . . . industry has been working considerably below its maximum capacity during the past six months," he added.

Commenting on the difficulty in securing a loan through the National Housing Act, Mr. Drummond suggested that the federal Government increase its share of the joint loans under the NHA from 25 to 40 per cent. Housebuilding activity would increase "if the amounts of money available from the lending institutions were to be spread over more houses."

Another factor in the housebuilding slump, Mr. Drummond observed, is the serious lack of serviced land. He suggested that municipalities with such land problems could appeal to the federal Government for NHA assistance for land assembly projects.

High costs, too, are keeping home building activities at a minimum, Mr. Drummond said. "Designers and building code officials must become more cost conscious." Since labour "constitutes 90 per cent of the total cost of a complete dwelling, the greatest field for construction and higher incomes for construction workers is increased individual effort by our employees," he stated.

## **No Health Insurance Plan At This Time—Martin**

A national health insurance plan remains an objective of the federal Government but it "cannot be embarked upon at this time," Hon. Paul Martin, Minister of National Health and Welfare, recently told the House of Commons. The only way to finance such a project, said Mr. Martin, is through the working people of the country, who are carrying a "big load" already.

### **Tremendous Cost**

Though supporting the principle of national health insurance, Mr. Martin felt that it would be unwise to embark on such a venture without the financial co-operation of the provinces. The tremendous cost of the undertaking, thought to be in excess of \$400,000,000, ought to check too precipitate action, he added.

Lack of hospital facilities was cited as a factor in the postponement of national health insurance. The Government, Mr. Martin observed, had "underestimated" the number of beds that would be necessary for the health insurance scheme. There was an underestimation of 15,000 beds in Ontario alone, he said.

## **No Annuities Act Change During Present Session**

No changes in the Annuities Act will be proposed by the Government during the present session of Parliament, Prime Minister St. Laurent has told the House of Commons.

At last fall's session it was proposed that the maximum annuity purchasable be increased from \$1,200 to \$2,400 a year and that a cash surrender feature be added to the government annuity plan. An amendment to the Act was included in the forecast of legislation contained in the Speech from the Throne.

The Prime Minister did not rule out the possibility that the plan might be changed at the next session.

## **Halifax, Montreal to Get Schools of Seamanship**

Training schools to teach practical seamanship to Canadian seamen who must pass examinations before they can sign on Canadian ships going abroad are to be established at Halifax and Montreal, it was announced by the Hon. Lionel Chevrier,

federal Minister of Transport, speaking before the National Council of Seamen's Agencies Inc. at Montreal. The establishment of the schools is being undertaken to enable Canada to comply with an International Labour Organization convention requiring the certification of able seamen.

The ILO convention states that seamen who have had three years at sea are eligible for certification immediately, but that others must pass an examination. "The new schools will provide the necessary instruction and conduct the examinations," stated Mr. Chevrier.

## **Combines Commission Will Be Established**

A new three-man combines commission, to be known as the Restrictive Trade Practices Commission, is to be established, Justice Minister Stuart S. Garson has announced in the House of Commons. Creation of the Commission follows the major recommendations of the MacQuarrie committee on combines legislation.

Former Combines Commissioner T. D. MacDonald will assume the position of Director of Investigation and Research. He will round up evidence of monopolistic practices; the Commission will act as judge of Mr. MacDonald's reports. Under the present set-up, Mr. MacDonald acts as both prosecutor and judge on combines cases.

## **400 Ont. Farmers under Workmen's Compensation**

Approximately 400 farmers in Ontario have availed themselves of workmen's compensation protection, according to the Compensation Board of that province.

### **Requirements**

Farmers may be covered by the provisions of the Compensation Act upon application, providing they are employers of labour for at least part of the year. Similarly, farm employees may be brought under the Act, upon the application of their employer.

Coverage is granted to the workers at a cost of about 75 cents per \$100 of payroll, into which sum must be considered board when it is supplied.

Farmers and their employees are granted lower insurance rates by insurance companies when they are covered by workmen's compensation, it is reported.

## **New Chairman Named To Ont. Labour Board**

Ontario Labour Minister Charles Daley has announced the appointment of E. Norris Davis, Personnel Director of the Campbell Soup Company, as chairman of the Ontario Labour Relations Board to succeed P. M. Draper, son of a longtime Trades and Labour Congress President, Patrick M. Draper. Mr. Draper's resignation, to take a position in private industry, is effective August 31.

Mr. Davis has had previous experience as a management representative on the OLRB, resigning only last January when his duties began to conflict with his job with the soup company. During the war Mr. Davis served for several years on the Wartime Wage Control Board and also for several years on the Labour Relations Board.

Labour leaders in Ontario have issued statements praising Mr. Draper on his service with the Board. Eamon Park of the United Steelworkers of America (CIO-CCL), said that Mr. Draper has been a fair chairman who "had treated labour and management with equal impartiality". William Jenoves, of the Toronto District Labour Council (AFL-TLC) said that it would be "very difficult" for some one to follow in Mr. Draper's footsteps.

On the other hand, several union leaders have suggested that it will prove "very difficult" for a former management representative to act in an unbiased capacity on the Board.

The Ontario Labour Relations Board consists of two management representatives, two representatives of labour and a chairman.

## **1952 Edition of "Canada" Ready for Distribution**

The 1952 edition of the official handbook, *Canada*, designed to supplement the field of the *Canada Year Book*, is now available, the Dominion Bureau of Statistics has announced. Copies are available at a price of 25 cents from the Queen's Printer, Ottawa.

The current edition of the handbook contains more than 300 pages of text, reproductions of 180 illustrations, and plates, diagrams and maps illustrating Canada's expanding economy. The book contains official and up-to-date information on all phases of the country's economic organization.

The leading articles in the 1952 edition deal with "Canada in the Chemical Age" and "Canada's Defence Program". The chapter material covers population and vital statistics, education, scientific research, social and cultural relationships, national income, agriculture, forestry, mines and minerals, water power, fisheries, furs, manufactures, construction, labour, transportation and communications, domestic and foreign trade, public finance, banking, and insurance.

## **CCL Appoints Member of ICFTU General Council**

The CCL has named Fred Dowling, Canadian Director of the United Packinghouse Workers of America, as titular member of the General Council of the International Confederation of Free Trade Unions. Harry Chappell, Canadian Brotherhood of Railway Employees and Other Transport Workers, is alternate.

George Burt, Canadian Director of the Automobile Workers, was re-appointed CCL representative on the National Advisory Committee of the Unemployment Insurance Commission with S. Wolstein, Canadian Brotherhood of Railway Employees and Other Transport Workers, as substitute.

## **R. P. Rintoul Again Heads Alberta Labour Group**

R. P. Rintoul of Calgary was elected President of the Alberta Federation of Labour (TLC) for the third consecutive year at the group's 32nd annual convention.

The new board includes: H. B. Brogden, secretary-treasurer, replacing Grant McHardy, both of Calgary; Joe Cherrington, Edmonton, first vice-president; J. W. Burrows, Calgary, union label vice-president. Vice-presidents are: Calgary, Robert Scott; Edmonton, H. G. Turner; Lethbridge, J. C. Jones; Medicine Hat, Charles Deason; Drumheller, Joseph Lukin.

## **TLC's 64th Council Given Charter**

The 64th Trades and Labour Council in Canada has been granted a charter. It is the Red Deer Trades and Labour Council, sixth such council in Alberta.

The new council represents about 400 union members in seven local unions.

Officers of the council are: Fred Olhnyk, President; Fred Duffy, Vice-President; and Miss G. L. Gilpatrick, Secretary-Treasurer.



## **Schools of Social Work Expect Fewer Students**

Reports from Canadian schools of social work about next year's enrolment indicate a serious drop in the number of men and women students, R. E. G. Davis, Executive Director of the Canadian Welfare Council, has revealed.

Mr. Davis said that reduced enrolment is caused, at least in part, by the graduation of the group of ex-service men and women who took their training with the help of DVA educational grants and by the lack of financial aid for recent university graduates who cannot afford the further one or two years' study required for a social work degree.

Federal grants to schools of social work have been discontinued (except for the Maritime School, Halifax, which is not attached to a university) in view of the grant of \$7,100,000 which the federal Government has made to universities. But none of this money may be used for bursaries or scholarships, while the large part of the discontinued direct grants to social work schools was used in this way.

Schools of social work are at the University of British Columbia, University of Manitoba, University of Toronto, McGill University, Laval University, University of Montreal, St. Patrick's College, Ottawa, and the Maritime School of Social Work, Halifax.

According to Mr. Davis, a reduction for even two or three years in the number of social workers in training would seriously jeopardize Canadian social services.

Mr. Davis suggested four immediate steps:—

- (1) The federal Government, through the Department of National Health and Welfare, might provide funds specifically for bursaries for social work education;

- (2) Employers of social workers, including voluntary social agencies (especially community chests) and municipal and provincial departments of welfare, might finance the training of present and prospective employees;

- (3) Provincial Governments might offer bursaries and scholarships to social work students;

- (4) More voluntary organizations with an interest in public service might establish bursary or loan funds, as some have already done.

The Canadian Welfare Council is the national association of and spokesman for organizations, government departments and citizen groups interested in social welfare.

## **U.K. Government Raises Grants to Universities**

Great Britain's universities are to receive higher recurrent grants over the next five years, it has been announced by the Chancellor of the Exchequer in the House of Commons. The present year's total of £16.6 million is to be increased progressively each year up to £25 million in 1956-57.

Capital expenditure grants, as distinct from recurrent grants, are announced annually.

"The first year's provision is the least sum with which the universities can maintain their present activity," the Chancellor stated; "it makes no allowance for fresh expansion. Part of the increases in the later years will be needed to meet the rising expenditure to which the universities are already committed; but they should also enable some development to be undertaken, particularly towards the end of the quinquennium. In making some provision for development, I have in mind particularly the need for scientific and technological progress."

### **Committee Reports**

Concurrently with the Chancellor's announcement, the report of the University Grants Committee on the years 1947 to 1951 was made public.

"The quinquennium which is drawing to a close has been a momentous one for the universities," the Committee reports. "The grants which we have administered have enabled them to increase their students' numbers by about 70 per cent, to complete some £17 million worth of new building, and to undertake in response to the national need new developments of far-reaching importance in teaching and research."

The universities and colleges have been enabled to meet rises in prices and wages. At the same time, they have strengthened their academic organization at a number of points vital to the national welfare and have made a beginning on the heavy task of putting the housing of the universities on a satisfactory permanent basis. They have more than doubled the numbers of their students in science and technology, and have increased their arts students by more than half.

The proportion of the total income of the universities borne by the exchequer grants has risen from 35.8 per cent in 1938-39 to 63.9 per cent in 1949-50, and will rise still further in later years.

## **Union Shop Won by AFL, 1st in U.S. Basic Steel**

A union shop agreement, believed to be the first in the basic steel industry in the United States, has been won by an AFL local in Philadelphia. Members of the Federal Labour Union, Local 18887, voted in favour of a contract with the Midvale Company which also called for a 12½-cent hourly wage increase. Additional benefits bring each worker a package wage increase of from 22 to 24 cents an hour.

Whether the basic steel industry should grant a union shop is one of the issues reportedly blocking the way for agreement with the United Steelworkers of America (CIO).

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## **Union Shop Favoured by Most U.S. Workers—NLRB**

The United States National Labor Relations Board, under the chairmanship of Paul M. Herzog, has submitted its 16th annual report.

Elections to authorize union-shop provisions in collective bargaining showed 77.5 per cent of the voting workers claiming support for the principle of the union shop. (Senator Robert A. Taft of Ohio has often contended that most workers are not in favour of the union shop). After the close of the 1951 fiscal year, the labour relations law was amended by Congress to eliminate the requirement of a union-shop authorization poll of employees before a union shop could be legally established.

More than 15,500 cases were filed with the NLRB in the fiscal year ending June 30, 1951. Representation cases and cases of unfair labour practices accounted for the largest number. A combined net increase of 2.7 per cent was shown over the previous year in number of cases filed. Cases actually settled in 1951 numbered 3,346; 2,740 of these were representation cases and 606 dealt with unfair labour practices.

Of the 5,261 cases of unfair labour practices filed, 79.1 per cent were against employers, 20.9 per cent against unions. The most common complaint against the unions, the report notes, was illegal coercion of employees in their right to engage in union activity or refrain from it. Employers were usually charged with discrimination against workers because of their union activities. In addition, the independent office of General Counsel issued 792 complaints, 630 against employers and 162 against unions.

In the 1951 representation elections, collective bargaining agents were selected in 4,785 elections, representing a total of 508,004 workers.

Back pay amounting to \$2,219,980 was paid to 7,549 employees who were found to have suffered from illegal discrimination because of their union activities. In its 16-year history, the NLRB has paid more than \$16 million to more than 53,000 workers.

The National Labor Relations Board is a five-man council whose jurisdiction is much broader than that of its Canadian counterpart. The Board operates under the jurisdiction of the Interstate Commerce Clause of the United States Constitution.

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## **U.S. High Court Upholds Employer-Rights Clause**

All employer's insistence on a contract clause, reserving to management sole control over certain conditions of employment, does not constitute refusal to bargain, the United States Supreme Court has ruled. Six of the Court's nine judges supported the decision.

Chief Justice Fred M. Vinson, delivering the majority decision, said the law "does not compel any agreement whatsoever between employees and employers" and that the National Labour Relations Board "may not, either directly or indirectly, compel concessions or otherwise sit in judgment upon the substantive terms of collective bargaining agreements."

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## **Ontario's Labour Force At Record High in 1951**

The manufacturing capacity of Ontario industrial centres was augmented by 92 new industries and more than 500 plant expansions during 1951, it is pointed out in an introduction to the *Ontario Industrial Review*, annual publication of the Trade and Industry Branch of the Ontario Department of Planning and Development.

The province's industrial expansion was supported by large foreign investments and substantial government orders for defence materials.

During 1951 the province reached record heights in the numbers of persons employed. In November, the labour force rose to 1,807,000 persons in civilian employment.



## **Productivity Pay Boosts Opposed by U.S. Industry**

A proposal to base wage increases on rising productivity, or output per man-hour, rather than according to fluctuations in the cost-of-living index, is opposed by industry members of the United States Wage Stabilization Board. The proposed scheme would increase workers' paychecks by as much as four cents an hour.

Three reasons for their opposition to the plan were given:—

1. If gains in productivity are drained off for the benefit of wage-earners, the chief incentive for investment of capital would cease to operate.

2. Productivity wage increases compound wage increases given on other counts.

3. Chaos will be introduced into the national wage structure and into collective bargaining that will last for years, if a governmental body gives impetus to productivity wage raises in this period of stabilization.

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## **Few U.S. Agreements Have Wage Guarantee**

Only 184, or 7 per cent, of 2,500 collective bargaining agreements recently analysed by the United States Bureau of Labor Statistics contained definite guarantees of employment or wages. Only 20 of these agreements guaranteed wages or employment throughout the year, or for a substantial part of the year.

Most of the remaining 164 agreements merely guaranteed a minimum number of hours or amount of pay for each week that an employee is called to work and did not guarantee a minimum number of weeks' work or pay per year. Most unions feel that such guarantees represent, at best, a compromise.

### **Three-cornered Conflict**

The survey, reported in the May issue of the *Monthly Labor Review*, notes that there is a three-cornered conflict among labour, management and the Government on wage and employment guarantees. The union contention is that guarantees would curtail inflationary tendencies in periods of high employment, and add to the volume of demand during periods of declining employment and falling prices.

Management representatives have argued that such guarantees should have no place in collective bargaining agreements, stating that unemployment compensation is a

subject for legislation. As for the government view, existing legislation does not encourage such guarantees; unemployment compensation may not be supplemented by guaranteed wage payments.

Provisions for more liberal guarantees of wages and employment hold top priority in the collective bargaining demands of many unions.

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## **Payment by Results On Increase in U.K.**

The proportion of wage-earners in the United Kingdom paid by results has increased to 32 per cent, according to a recent survey conducted by the Ministry of Labour in more than 56,000 British industrial establishments. In the engineering, shipbuilding and electrical goods industries, 52 per cent of all workers are paid according to results.

### **Significant Increase**

This system of payment is much more favoured by the larger industrial firms, although more than 20 major British industrial firms practise some sort of payment by results scheme. A significant increase has been shown since the first survey, made in October, 1938, when only 25 per cent of all industrial workers were paid according to this plan.

The latest survey, covering establishments in manufacturing and in most of the principal non-manufacturing and service industries, has analysed payment systems in 56,200 firms employing 8,700,000 wage-earners. Nearly 2,250,000 of these were paid by results.

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## **French Minimum Wages Put on "Escalator"**

A law providing for a sliding scale of minimum wages, increasing automatically with the cost of living, has been passed in France. The law provides that there shall be an automatic five per cent increase in minimum wages each time the cost-of-living index rises five per cent in a four-month period.

Though the sliding scale increases are mandatory only for the legal minimum salaries (about \$57 monthly in France), it is expected that collective bargaining agreements will ensure that the increase will apply to all salaries.

The date selected as the base from which the increase will be calculated is December 1, 1951.

## **N.Y. Doctor Advocates Flexible Retirement Age**

Compulsory retirement at a given chronological age is "unsound, unnecessary and without scientific basis," declared Dr. William B. Rawls, of New York, at the annual meeting of the American Therapeutic Society in Chicago. He advocated a flexible retirement age, adjusted to correspond with life expectancy, which would allow "a gradual brake on the number forced to retire."

He suggested that the retirement age be one-half of the life expectancy in years over 65, so that the number forced to retire would remain more or less stationary. Thus, with life expectancy at 68, the retirement age would be 66½ years.

"Ability to do a creditable job" should be one of the major factors in determining retirement ages, Dr. Rawls asserted. Arrangements should be made to "allow for a tapering off for the old-age group, on the same basis as one works up when young" with corresponding decreases in salary if necessary.

Claiming that most older people "do not want to retire," Dr. Rawls warned that "we should not lose the value of the experience and the wisdom of the older group," and the nation should not burden the younger age group with the "tremendous cost" of the early retirement of the older group.

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## **Unions and Older Workers Subject of N.Y. Survey**

"Seniority, itself, when combined with declining productivity, may not be sufficient to protect the older worker's job," says the report of the New York Joint Legislative Committee on Problems of the Ageing. The report is the result of a survey conducted among 150 AFL, CIO and independent unions, and published, under the title *Unions and the Older Workers*, by the Committee's Director, Albert J. Abrams.

Most collective bargaining contracts contain seniority provisions. The report notes, however, that seniority is now tending to be qualified in terms of skill, ability, and productivity, thus giving less protection to the older man with short service, or declining productivity.

The Committee summed up its findings on seniority provisions as follows:—

1. Seniority provisions constitute one of the long-service, older workers'

strongest protection devices to assure themselves of job security.

2. Seniority provisions have importance not only economically to the older worker, but also psychologically.
3. Seniority provisions may be a factor in reducing labour turnover but may also tend to obstruct employment of younger workers and also of older workers seeking new jobs. Too, they provide little protection to the older man with short service.

The report draws attention to the conflict between the declining productivity of older workers and the necessity for protecting the interests of the younger workers.

The Committee recommends transmotion, or transfer of ageing workers to jobs on a lower wage scale more suitable to their declining powers. The unions are strongly opposed to transmotion and down-grading, claiming that such schemes tend "to weaken the general wage structure" by setting up different wage scales for the same position.

The Committee supported the union view that age, in itself, is an "unfair and discriminatory" cause for dismissal, but questioned the unions' attitude to apprenticeship. Most unions enforce maximum age limits for apprenticeship training, thus forcing older workers who wish to learn a new trade to take their apprenticeship in a non-union shop, depriving them of the privileges of unionization. One of the major problems of the older worker, declares the report, is the numerous obstacles placed before him preventing him from adopting a new trade or occupation.

Commenting on the problems of those workers retired or about to be retired, the Committee observed that "activity is a biological necessity capable of retarding degeneration of physical and mental processes." Even in those cases where retirement pensions are adequate, workers, notes the report, must still come to grips with a serious psychological problem.

Few unions operate their own retirement system, the report noted, and there is a trend toward more employer-employee financed systems. Death benefits, however, are paid by many unions, especially in the AFL. Provision for funeral expenses is important, said the Committee, for the peace of mind of the worker approaching retirement age.

Union-negotiated health schemes are of particular benefit to older workers, whose vulnerability to sickness is greater, and the report notes that great strides have been

made toward establishing a health and benefit system as all-embrasive as possible. A basic problem in this field, however, according to the report, is whether or not group insurance plans militate against the older workers, since their premiums and risks would both be higher.

Discussing the less tangible problems of the ageing worker, the Committee suggested that government and private agencies are in a better position than the unions to establish homes for the aged pensioners, and to guarantee provision for their support after their working days are over.

The results of the survey showed that older workers are "loyal, stable members" of their local unions, and could be a more potent force in union policy. The Committee felt that unions should be encouraged "to meet one of the basic needs (of the older workers), the need to be appreciated."

### ***U.K. Encourages Older Worker to Stay on Job***

The importance attached by the Government of the United Kingdom to its policy of encouraging and facilitating the employment of older persons was emphasized by the Minister of Labour and National Service, Sir Walter Monckton, when addressing this year's conference of the National Old People's Welfare Committee.

Men and women over pensionable age—60 and 65 respectively—who are gainfully employed number about one million, the Minister announced. This number is the same as in 1931, he said; but whereas one million in 1931 represented 23½ per cent of the total number of persons of pensionable age, today it represents only 15½ per cent of a total of 6½ million.

Different industries vary in the proportion of older persons employed. For all industries, the average percentage employees over retirement age is 3.6 for men and 3.9 for women. With men, it was high in agriculture and the textiles, clothing and leather industries; low in the vehicle industry and in gas, electricity, water and transport services.

Reliable unemployment figures for persons over 65 could not be given for the reason that many on pension do not register when unemployed. Figures for those below this age, however, show that the incidence of unemployment increases with the ages of workers. In particular,

unemployment for long periods is commoner among the older age groups. As an example, of the 27,000 persons continuously unemployed throughout 1951, nearly 65 per cent were over 50 years of age.

Special arrangements to extend the employment of older persons have already been made by some employers. In some cases particular jobs are set aside for older persons; one or two firms have set up a special workshop for older employees where they can work at their own pace and at least one colliery has a special coal-face for older miners. Small adjustments in hours have also been made to allow older workers to avoid rush-hour travel, and half-shifts or part-time work have been arranged.

In a reference to "recreational work" schemes such as are sponsored by local authorities and voluntary organizations, these, the Minister said, are outside the scope of the Ministry. At the same time, there is full recognition of the need for such schemes. The important thing, he emphasized, is that there should be proper co-ordination between such welfare or recreational work schemes and the work of the Ministry in placing older people in normal employment. Schemes to provide sheltered employment, it was considered, should be reserved for older people who can no longer work at jobs available in the ordinary labour market.

The Government's policy of encouraging older persons to stay on at work is reflected in the National Insurance arrangements for old age, Sir Walter pointed out. The National Insurance Act of 1946 abandoned the old idea of a pension paid on grounds of age alone and substituted the plan of retirement pensions. Persons remaining at work beyond the minimum retirement age earn the right to a higher pension when they eventually retire. The Act of 1951 further strengthened the inducement to postpone retirement. A man reaching the age of 65 can now earn a pension of 45s. a week by working until he is 70, whereas on retirement at the minimum age of 65 he receives a pension of only 26s., increased at 70 to 30s.

To assist the Government in giving effect to its policy of promoting the employment of older men and women, the Ministry of Labour early in the year set up the National Advisory Committee on the Employment of Older Men and Women. (L.G., April, 1952, p. 386.) The committee held its first meeting on April 2.



## **U.S. Places 277,000 Handicapped in Year**

More than 277,000 job placements of physically-handicapped workers were made through federal-state public employment services in the year ending June, 1951, United States Labor Secretary Maurice J. Tobin has announced. Of these, 132,000 were disabled veterans.

Mr. Tobin asserted that the hiring of impaired workers involves neither extensive surveys nor expensive re-engineering. "It simply entails matching specific abilities with the physical requirements of the job," he said.

## **Survey of Pensioners Upsets Accepted Ideas**

Misunderstanding of pensioners' attitude to retirement is widespread. The usually-accepted generalizations that workers about to be retired should be trained to adjust to a lower income, to expand their interests and to get a hobby are, in many cases, inaccurate and misleading. These conclusions, presented in the May issue of *Factory Management and Maintenance*, were reached from a survey conducted by Special Surveys Cleveland among 483 Cleveland-area pensioners.

More than twice as many pensioners have a positive than a negative attitude to being retired, says the report, discounting the generally-held belief that retirement is looked forward to with dread by most workers. More than 47 per cent of those queried said that they would rather be retired than working.

Most pensioners, have, however, a "none of your business" attitude to company counselling on retirement, because, according to the report, they are "not given the right kind of individualized guidance." The report suggested that there is resentment against the *idea* of counselling, and against the principle of automatic retirement at 65 years. That there should be no specifically set age for retirement was claimed by 44 per cent of the pensioners, although only 6 per cent felt that their best working years were those past the age of 60.

Most company counselling retirement programs are geared to the supposition that pensioners ought to be directed to a hobby, as a "panacea" for their "idleness". But 48 per cent of those questioned reported no hobbies, and the report noted that possession of a hobby has no particular bearing to adjustment to retirement. Of those with a positive attitude to their retirement,

34 per cent had no hobby. This, suggests the report, shows that extensive company-counselling hobby programs are not relevant to retirement-adjustment. "Some men," says the report, "may have adopted a hobby not so much out of interest as to conform with what they think pensioners are supposed to do."

Following up the hobby survey, the report noted that "keeping busy" does not guarantee contentment, especially since there is a wide difference of opinion as to what constitutes "keeping busy". More than 38 per cent of those with a positive attitude to retirement claimed to be "taking it easy" and enjoying it.

Money, too, is not such a significant factor in retirement-adjustment as it is generally believed. Fewer than one-fourth of the 483 claimed that reduced income was their most serious difficulty, although 59 per cent were spending more than their combined pension and Social Security benefits. This, suggests the report, implies that companies are mistaken in "putting too much emphasis on money when talking to workers".

Pensioners were almost unanimous in saying that they liked working for their employers: 98 per cent registered a high regard for their companies, and nine out of ten said that they would go to work for the same company if they were starting again. Furthermore, only 4 per cent of those polled said that they had more friends after retirement than before. Three out of five pensioners, according to the survey, were interested in keeping contacts with former co-workers, deterred only by a fear of "being in the way".

Emphasizing that most pensioners do not want to feel completely cut adrift, the report suggested that they be included in company social activities, for this would be "a simple and effective way to help pensioners adjust socially". Company officials could create "lasting goodwill" among employees by assuring them that they would have an active place in plant activities after retirement.

"Retirement counselling must be tailored to the pensioner's likes and needs," declared the report. Suggesting that a major overhaul might be required in many plant pensioning programs, the report deprecated the tendency of some pension plans to "build up in the minds of the pensioners the bogies of idleness, loneliness, less money, the shock of adjustment to leisure". In this way "personal counselling may become the strongest element of organized retirement programs."

## **Chrysler and UAW Adopt Area-Wide Seniority Plan**

An area-wide seniority plan covering 14 plants has been adopted by the Chrysler Corporation and the United Auto Workers (CIO). The plan went into effect May 1.

Any employee with seniority who is laid off from one of the 14 plants may apply for work in any of the others. His name will be put in a central file and he will be given preference when any of the 14 plants is looking for workers.

An employee referred to a plant other than his home plant will be considered a temporary employee in the new plant. He may exercise his home-plant seniority for purposes of lay-off against other temporary employees in his seniority unit.

If recalled to his home plant, a worker loses all job rights at the new plant once he leaves it.

An applicant who refuses a job at another plant will be dropped from the file. If, however, he is turned down by the plant to which he is referred, his name remains in the central file.

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## **U.S. Court Bans Picketing On Wage Re-opening**

Picketing to obtain wages higher than those prescribed by a contract which is in effect has been declared illegal by the Supreme Court of Arkansas. The Court ruled that such picketing was for the unlawful purpose of forcing a breach of the contract.

Original wage agreements made between companies and unions remain binding until terminated by notice pursuant to the collective bargaining terms. The Court added, however, that an injunction against striking could not be granted since "there could be nothing . . . which could force the employees to work unless they want to do so."

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## **Labour Shortage Exists In Some U.K. Industries**

Recent increases in unemployment, particularly in the textile industries, should not obscure the fact that there is still a serious shortage of labour in certain essential industries in the United Kingdom, according to a recent report of the British National Joint Advisory Council of Manpower. The council is under the chairmanship of the British Minister of Labour, Sir Walter Monckton.

Redistribution of manpower was the most pressing problem before the Council. Attempts are being made to relocate the 92,000 unemployed textile workers and to meet the demand for 50,000 more workers in the aircraft industry. Hope was expressed by the Council that the recently-passed Notification of Vacancies Order would assist in redistributing manpower to essential industries.

### **Serious Imbalance**

The present world-wide recession in the textile industry, the Council noted, has created a serious imbalance in British economy. Heavy Government orders have been placed with Lancashire mills to give the industry time to adjust itself to meet the new conditions in the world markets.

The number of outstanding vacancies in all industries in the United Kingdom stood at 316,000 at the latest count. Many of the vacancies are in such vital industries as steel, and the Council expressed the view that additional skilled workers must be found, either through absorption from over-manned industries like textiles, or by a more comprehensive system of upgrading. A great deal depends on "the success of the efforts made to train and upgrade workers, the willingness of employers not to retain more skilled workers than they require, and the willingness of the workers to move."

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## **Say Need for Controls Rapidly Passing in U.S.**

"The need for price and wage controls is rapidly passing," said the Committee for Economic Development, recommending that wage-price controls be lifted in the United States by the end of 1952.

Claiming that wage and price controls are "inappropriate instruments for the control of inflation," the CED suggested "vigorous" item-by-item decontrol until all controls are lifted by December 31.

In case of emergency, the CED recommended that under special circumstances, the President "may be authorized by joint resolution of Congress to impose a 90-day freeze on prices and wages". This emergency power, would, however, be used only in case of "a sudden upsurge of prices and wages."

The Committee for Economic Development was organized during the second World War to plan for high production, employment and purchasing power.

## **U.S. Bill Fails to Admit More Immigrants; Vetoed**

Partially because a new immigration bill passed by the United States Congress failed to enact his program for the admission of 300,000 immigrants from Europe over a three-year period (L.G., May, p. 546), President Truman has vetoed the measure.

In his message of veto to Congress, the President also cited what he considered many discriminations against Southern and Eastern European and Asiatic peoples. By retaining the present national origins quota system, he added, the bill would deprive the United States of the growth in manpower needed to maintain "the strength and vigour" of the American economy.

Earlier, before a House of Representatives sub-committee discussing the bill, Secretary of Labour Maurice Tobin made a strong plea for the admission of the 300,000 immigrants.

"In view of the rapid expansion of our industry and the growth of our armed forces," he told the committee, "our manpower reserves are limited and we could easily absorb, in fact welcome, skilled and trained immigrants." The "skills and productive capacity" of persons who have fled from "behind the Iron Curtain" could be more fully utilized in the struggle against communism if they were to emigrate from "over-populated" Western Europe, Mr. Tobin said.

Declaring that there is no doubt of the ability of the United States to absorb 300,000 persons over a three-year period, the Secretary said: "Our history shows that our productive capacity and our standard of living have risen with the increase of the population. . . . We should bear in mind that from 1890 to 1910, the period of our heaviest immigration, the population increase of the country was nearly 50 per cent but the number of gainfully employed workers rose 67 per cent and our economic activity tripled during the period."

Mr. Tobin discounted the theory that relaxation of the immigration quotas would have a detrimental effect upon the American economy. An addition of 100,000 more immigrants annually would represent an addition of less than one-tenth of one per cent to the entire United States labour force of 61,700,000, he said.

Pointing out that United States defence employment has risen from 2,000,000 to more than 6,000,000 since the outbreak of the Korean conflict, Mr. Tobin declared full mobilization would call for many more

skilled workers than the present defence program requires. "Such workers can not be trained quickly," he said.

There is a particular need, said Mr. Tobin, for agricultural workers, in view of the movement away from the farm.

## **Publish Results of U.S. Wage Survey**

Machine tool workers in the United States are taking home an average weekly wage of \$89.25, the highest in the nation, according to a recent survey conducted by the *Wall Street Journal*. This, however, is on the basis of a 47½-hour week, seven hours above the national average. Oil refiners are earning \$85.16 on a 40½-hour week, while second place is presently held by tire workers, who take home a weekly pay envelope of \$89.09.

A chart in the *Journal* compares wages in 29 selected manufacturing fields at March, 1952, with averages taken in 1946 and 1939. The present national income for all factory workers stands just over \$67, as compared with \$28 in 1939 and \$44 in 1946. The greatest percentage increase since 1939 has been shown by the bituminous coal industry. Coal miners' wages have risen 231 per cent; they are now earning an average weekly wage of nearly \$79.

The greatest percentage increase since 1946 has been shown by the steelworkers and, the *Journal* suggests, the present tense situation in the steel industry may send wages skyrocketing further. Average weekly pay in the steel industry now stands at \$78.67, \$11 above the national average, and 66 per cent above the 1946 average.

White-collar workers, although they have improved their situation since 1939, are still in a chronically-depressed state, the report notes. Insurance workers, earning an average of \$63.64 weekly, lead the white collar field, but this figure is still \$3 below the national factory average. Employees of general merchandise stores earn an average wage of \$37.30 for a 36-hour week. In the telephone industry, linemen, averaging \$83.47 a week, are earning more than \$20 more than white-collar workers in the same industry.

Some of the biggest percentage gains, the report notes, have been made in the furniture, canning and textile industries. These averages, however, especially in the textile field, are still below the national factory average.



## **Old Age Pension Rates Increased in Sweden**

Old age pensions in Sweden have been increased, together with the maximum income limit above which applicants are not eligible for the benefits which in Sweden are subject to a means test. These are: pension additions, housewife allowances, widows' pensions and widowers' benefits.

The boost in pensions followed automatically a two-point rise in the special cost-of-living index upon which the pensions are based.

Sweden is divided into five cost-of-living districts. The means-test maximums vary from district to district. For example, to be eligible for an invalidity pension or sickness benefit, a single old age pensioner must not have an income of more than 2,700 kroner (\$520) in District I, of more than 3,900 kroner (\$750) in District V.

## **Higher Old Age Pensions Approved by U.S. House**

A bill designed to add 12½ per cent, or at least \$5 monthly, to the benefits paid under the United States Social Security program has been passed by the House of Representatives. More than 4,500,000 old-age and survivor beneficiaries will draw larger benefits as a result, according to a *New York Times* despatch by Clayton Knowles. The Senate Finance Committee has approved the increase.

Apart from increasing benefits for the aged, widows and dependent children, the bill liberalizes the retirement qualification tests, protects the insurance rights of those in military service and those permanently or totally disabled, increases the maximum earnings for pensioners from \$50 to \$70 monthly, and admits to federal coverage pensioners also covered under state and municipal plans.

The increases in benefits for those on old-age and survivors' insurance rolls will amount to \$5 a month, or 12½ per cent, whichever is greater. Thus for individual retired workers the monthly increases will range from \$5 to \$8.80; maximum family benefits will be raised from \$150 to \$168.75.

Because the wage level in the United States is about 20 per cent higher than in 1947, it is expected that the entire \$300,000,000 annual cost of the higher benefits can be met without altering the present contribution scheme. The Social Security program will thus remain entirely self-supporting.

A month earlier the same bill was rejected by the House, largely on the grounds that it presupposed a system of "socialized medicine" in the insurance-disability clauses.

## **Half of Puerto Rico's Workers Are Organized**

More than half of Puerto Rico's workers are union members. A report by Stanley Levey in the *New York Times* says that 52 per cent of the island's labour force of 700,000 is organized. Recently United States unions began to take an interest in the islands' workers.

Both the Congress of Industrial Organizations and the American Federation of Labour have interested themselves in the Puerto Rican union potential. The United Packinghouse Workers of America (CIO) has worked out an arrangement with the island's sugar-cane workers; the Transport Workers' Union, another CIO affiliate, has organized Puerto Rican transport workers.

The AFL has also increased its membership with additions from the Puerto Rican labour force. Main strength of the AFL on the island is in the telephone, electrical, tobacco and construction industries.

Several local labour groups are also competing for Puerto Rico's steadily-growing work force. The key union on this island, according to the *Times*, is the International Longshoremen's Association, with a membership of 6,000 dock workers.

Union organization in Puerto Rico has been difficult, says the *Times*, because of topography, a high illiteracy rate and the fact that "the bulk of the working force (is) agricultural labourers, traditionally the most difficult to organize." The CIO, however, has organized over half the island's sugar-cane workers.

## **ILO's 1952 Session Ends; 3 Conventions Approved**

The 1952 session of the International Labour Organization ended June 28 after a four-week conference. Three conventions were approved. They call for:—

1. A program of holidays with pay for agricultural workers.
2. Minimum standards of social security in nine fields, ranging from unemployment to old-age benefits.
3. Assured maternity leave of at least 12 weeks and inclusion of domestic and agricultural workers under the ILO maternity convention (No. 3) approved in 1919.

# Extracts from Hansard of Interest to Labour

## Value of Imported Textiles

May 21

**Mr. Catherwood:**

1. What was the value in dollars of all textiles and materials used in the manufacture of textiles imported into Canada from all countries in the first four months of 1951?

2. What was the value in dollars of the same importations for the first four months of 1952?

**Mr. McIlraith:**

1 and 2.

Imports of fibres, textiles and  
textile products

Month	1951	1952
January .....	\$45,343,888	\$32,380,465
February .....	38,381,788	29,836,777
March .....	49,275,350	30,104,268
April .....	60,560,066	**

\*\*Not yet available.

## Extension of Consumer Credit Act

May 26

**Hon. Douglas Abbott (Minister of Finance)** moved:

That whereas section five of the Consumer Credit (Temporary Provisions) Act, chapter three of the statutes of 1950 (second session), provides that that act shall expire on the thirty-first day of July, nineteen hundred and fifty-two; provided that, if the governor in council so orders, it shall expire on an earlier day designated by him; and provided further that if, at any time while that act is in force, addresses are presented to the governor general by the Senate and House of Commons, respectively, praying that that act be continued in force for a further period, and the governor in council so orders, that act shall continue in force for that further period.

And whereas it is considered desirable to continue the said act in force until the thirty-first day of July, one thousand nine hundred and fifty-four.

The following address be presented to His Excellency the Governor General of Canada:

To His Excellency the Right Honourable Vincent Massey, Member of the Order of the Companions of Honour, Governor General, and Commander in Chief of Canada.

May it Please Your Excellency:

We, Her Majesty's most dutiful and loyal subjects, the House of Commons of Canada, in parliament assembled, respectfully approach your excellency, praying that the Consumer Credit (Temporary Provisions) Act be continued in force until the thirty-first day of July, one thousand nine hundred and fifty-four.

He said:

On May 5 I informed the House that an order in council had been passed effective May 6, revoking the regulations under the Consumer Credit (Temporary Provisions) Act. I also stated that the Government would during the present session invite both Houses of Parliament to present addresses to the Governor General praying that the Consumer Credit (Temporary Provisions) Act be continued for a further period. . .

At present the direct limitation of consumer credit seems not to be necessary. Preliminary indications are that the total of consumer credit outstanding as at March 31 of this year was less than a year ago in spite of higher average prices and incomes. Nevertheless we must remind ourselves that the economy is still subject to some very heavy demand and that we have not yet reached the peak of our defence program. The international situation is still uncertain, and we must be in a position to deal promptly with unexpected events. While the probabilities are against a renewal of inflationary forces as powerful as those which beset us in late 1950 and early 1951, we cannot ignore the possibility. Defence expenditure is still increasing, projected capital investment for the current year is above last year's level and incomes are high and rising. It would not take much to upset the balance. If such a situation should develop we should not hesitate to reintroduce credit controls, but the effectiveness of any such measures depends upon their prompt application.

The Consumer Credit Act, as originally passed by Parliament, was given a two year term of life, with a proviso that it could be extended for a further period of life on the presentation of addresses from this House and from the Senate. The Government recommends that the Act be extended for a further period of two years, that is until July 31, 1954. This date coincides approximately with the time set for the achievement of our present defence program, and therefore covers the logical period during which the Government should have these special powers.

It is with these considerations in mind that I move the address for the extension of the Consumer Credit (Temporary Provisions) Act for a further period of two years. . .



**Mr. J. M. Macdonnell** (Greenwood): Mr. Speaker, we have here a resolution proposing that a measure passed in the autumn of 1950 known as the Consumer Credit (Temporary Provisions) Act be extended for two years. . . . There is no reason whatever why the period should be two years. If we give an extra year we can take stock of the situation when the twelve months has expired just as we intend to do in connection with the Emergency Powers Act. Therefore I move, seconded by the Hon. Member for Kamloops (Mr. Fulton):

That the word "fifty-three" be substituted for the word "fifty-four" where the latter appears in the resolution.

In other words, that the extension of the Act be for one year and not for two.

**Hon. Douglas Abbott (Minister of Finance)**: Mr. Speaker, let me say at once that I have not the slightest objection to making it for one year rather than for two years. The reason two years was suggested was that two years was provided for in the original Act. If anyone would rather have it one year, the Government has not the slightest objection.

Amendment agreed to.

Motion, as amended, agreed to.

## Civil Service 5-Day Week

May 26

**Mr. Stanley Knowles** (Winnipeg North Centre): . . . As hon. members know, with regard to the Civil Service the matter of the five-day week has been presented to the Government in various ways and various answers have been given on different occasions. Recently the indication has been that the Minister of Finance is prepared to meet representatives of the Civil Service at an early date to discuss this matter. In the meantime a number of statements have been made which suggest that the Minister's mind is somewhat made up already. My purpose in taking advantage of this opportunity to speak on a grievance is to express the hope that when the Minister meets the representatives of the Civil Service he will meet them with an open mind.

The fact of the matter is that quite a number of people employed by the Government now have a five-day week. Therefore in asking for a five-day week for the Civil Service we are not making a request for something brand-new. I think the Minister realizes from what I have just said that I am speaking about employees of other emanations of the Crown and agencies of the Government apart from the Civil

Service. As I say, there are a number of employees in that category who are on the five-day week.

This is shown by sessional paper 180 which was tabled in the House of Commons on April 21, 1952, having been brought down in response to some questions of mine which were passed as an order for return on November 28, 1951. This sessional paper indicates the following employees in the following organizations as being on the five-day week, and it shows the number in each case:—

Bank of Canada.....	1,186
Canadian Arsenals Ltd. ....	3,271
Canadian Broadcasting Corporation..	1,300
Central Mortgage and Housing Corporation .....	1,944
Defence Construction Ltd. ....	26
Eldorado Mining & Refining Ltd. ...	228
Industrial Development Bank.....	95
Polymer Corporation, Ltd. ....	2,100

This sessional paper also indicates that employees of Canadian National Railways, Canadian National (West Indies) Steamships Limited, Canadian wheat board and Trans-Canada Air Lines are also on the five-day week although the return does not give the number of employees in these cases. I believe the same holds true for employees of the National Research Council and of the Defence Research Board.

Another interesting return was tabled on Wednesday, May 21, 1952, being sessional paper 113C. This was brought down in answer to questions asked by the hon. member for Lake Centre (Mr. Diefenbaker), who inquired specifically as to whether the five-day week was in effect in any department of government, any crown corporation or government agency and, if so, what departments, corporations or agencies. . . .

. . . it appears from this return that practically all civil servants in the Toronto district are now on the five-day week. . . .

. . . I may say that I was pleasantly surprised myself, when figures were given by the parliamentary Assistant to the Minister of Labour, to discover the extent to which the five-day week is now the rule among industrial and office workers in Canada generally. I find that in terms of plant workers there are 510,000 whose work week is more than five days, be it five and a half days, six days or whatever it may be, but there are 537,000 who are already on the five-day week. In terms of office workers, there are 81,000 who are on a work week of more than five days compared with 107,000 on the five-day week. In other words, the majority of both industrial and

office workers are already on the five-day week. Incidentally, I asked specifically later on whether these figures included bank employees, quite a number of whom have since gone on the five-day week because of enabling legislation passed by Parliament. I was informed that these figures did not include bank employees. In other words the situation is actually better than is indicated by the figures I have given.

The whole idea in advocating the five-day week is that with the increased productivity of our modern economy it is axiomatic that a share of that increased productivity should be passed on to those who produce the nation's wealth. You do that in various ways. You do it by the scale of wages, by the prices that you pay for farm products. You do it by social security and in various other ways. You also do it by reducing the number of hours or days per week that people have to work, thus making it possible for people to enjoy a little more of the life that they are working to make possible. It is good to know that this trend is developing in Canada generally; but in my view there is still a long way to go, and I certainly feel that the federal Government should give a stronger lead in this respect with regard to its own civil servants.

## Income Tax Act

May 27

**Hon. Douglas Abbott** (Minister of Finance) moved the second reading of Bill No. 205, to amend the Income Tax Act.

**Mr. H. W. Herridge** (Kootenay West): . . . I think there are sound grounds from bringing more equity into our income tax structure by doing what the great trade union bodies have asked the Government to do and which great numbers of people in this country expect them to do, that is to raise the exemption for married people to \$3,000 and for single persons to \$2,000. . . I do think that when one realizes the cost of living and the circumstances that exist today with regard to housing, rent and all the things necessary to maintain the human body, it is a most reasonable request on the part of those who have made it. I have not the slightest hesitation in supporting it.

Once again I suggest to the Minister that he give consideration to the expressed will of the House in the resolution that was adopted and which asked him to consider eliminating the four per cent floor under deductions for medical expenses. I think it was the Hon. Member for York South (Mr. Noseworthy) who said that a great majority

of the people think the Government and the Minister acted improperly or wrongly in not recognizing the expressed will of the House and giving effect to the resolution moved by the Hon. Member for Winnipeg North Centre (Mr. Knowles).

**Mr. Abbott:** . . . One or two points were raised in the course of the debate concerning which I want to say a word, particularly the question of the allowance for medical expenses. . . I feel deeply that it is a fundamental principle of our Income Tax Act that no expense which is an ordinary living expense should be paid out of income before tax. I happen to know that view is fully shared by my predecessor who introduced this measure. That is the reason I have been unable to bring myself to conscientiously recommend to Parliament and to the country that this particular type of ordinary living expense, which unfortunately because of human frailty is an expense that sooner or later is incurred by every person in the country, should be wholly deductible from income before tax.

When the measure was introduced early in the war a figure of five per cent was suggested, after investigation, as representing what the average family spent for medical, dental and allied expenses. In order to mitigate the hardship of excessive medical expenses, provision was made that expenses in excess of five per cent should be deductible, with certain ceilings which were necessary for obvious reasons to prevent wealthy people getting undue benefit. As the Hon. Member for Winnipeg North Centre pointed out, that was lowered in 1944 from five to four per cent primarily to take care of expenditures for drugs which for administrative reasons it was difficult to include in the exemptions.

I do not say that it is, but it may be that the four per cent ceiling is too high. Perhaps it should be reduced. I considered that in the budget consideration, but I came to the conclusion that it was not. However, I did come to the conclusion that in the light of changed circumstances the ceilings might properly be raised. While I followed the direction of the House to consider the elimination of the floor and to allow all medical expenses to be deductible, those were the reasons I could not, as I have said, conscientiously recommend that course to the House and to the country.

. . . I have repeated why I think it would be unsound, unfair and unjust to eliminate the floor with respect to medical expenses. . .

Motion agreed to, bill read the second time and considered in committee. Bill reported, read the third time and passed.

## Apprenticeship Conference

May 28

**Mr. Charles Henry** (Rosedale): . . . What were the purposes and results of the recent apprenticeship conference sponsored by the federal Government at Ottawa?

**Mr. Paul E. Coté** (Parliamentary Assistant to the Minister of Labour): . . . The National Conference on Apprenticeship in Trade and Industry had a threefold purpose:—

1. To review the facts respecting the alleged shortage of apprentices and trainees in skilled trades in all parts of Canada.

2. To review existing apprenticeship plans and training programs in all provinces with a view to increasing their effectiveness where needed, and extending such programs to a degree which would meet the needs of all skilled trades.

3. To obtain suggestions and recommendations from representatives of employers, organized labour, teachers of trades, and provincial government officials occupied in administration of training, regarding the best methods of increasing the number of apprentices and trainees in skilled trades and of developing co-operative and co-ordinated activities for the promotion and development of apprenticeship training in Canada.

Speaking in a general way, the results of the conference were as follows: The immediate results of the conference have been to bring to the attention of all interested that Canadian industry is not in a favourable position in so far as the number of young men engaging as apprentices and trainees is concerned, and to bring forward suggested plans for improvement. Those who participated expressed satisfaction with the manner in which the conference was conducted, and also expressed the opinion that the conference would be beneficial in all parts of Canada. About seventy-five delegates were in full-time attendance representing employers in the manufacturing and construction trades, organized labour, and provincial and federal officials responsible for the administration of apprenticeship and training legislation. All provincial governments were represented. So far as the specific recommendations of the conference are concerned, wide publicity has been given to them in the newspapers, and we would be willing to give a copy of the minutes of the conference to any hon. member who would be interested in reviewing them.

## Alleged Combine in Rubber Goods

June 2

**Hon. Stuart S. Garson** (Minister of Justice): Mr. Speaker, I should like to lay on the table the report of the combines investigation commissioner into the alleged combines in the manufacture, distribution and sale of mechanical rubber goods, tires, and tubes, accessories and repair materials, rubber footwear, heels and soles and vulcanized rubber goods.

## Immigration Act Amendment

June 2

**Hon. W. E. Harris** (Minister of Citizenship and Immigration) moved that the House go into committee to consider the following resolution:—

That it is expedient to introduce a measure respecting immigration to amend, consolidate and clarify the Immigration Act, and inter alia to provide for the making of loans to immigrants in respects of the costs of their transportation, and living expenses en route, to their place of destination in Canada; to provide also for the payment, out of moneys appropriated by Parliament, of the costs of transportation of divers categories of persons from Canada in certain cases.

As the resolution says, this is a prelude to the amendments and codification of the present Immigration Act. It relates only in part to immigration policy. To a very large extent it relates to the administration of immigration. It has certain provisions of a financial character, such as those mentioned in the resolution. But these are not departures in principle; they are merely an insertion in the act of authority for expenditures which are now made by the estimates and do not reflect a change in policy.

There are certain provisions in the bill which would facilitate the handling of cases in Canada, so that we will not have as much delay in the transactions with persons who are either ordered deported or allowed to land. There are other provisions which would modernize the Act, which has not been revised since 1910.

I should hope that hon. members would bear in mind that the policy on immigration is not touched on except in so far as the prohibited classes are concerned. The other groups who are admitted by government policy are admitted by orders in council passed consequent upon the authority in the Act.

**Mr. E. D. Fulton** (Kamloops): . . . There are two points I would lay before



the Minister to which he might give consideration. . . The first of these is that there are a large number of Canadians who interest themselves in immigration problems who are worried by the continued inability of British immigrants, immigrants from the United Kingdom, to gain admittance to Canada. It seems to us that, while we realize full well the difficulties in the way, something more could be done to facilitate the entry of desirable immigrants from the United Kingdom who, for various reasons, find at the present time that they cannot come here. It also seems to us, following press reports in the matter, that Australia particularly, as well as New Zealand and other Commonwealth countries, are getting what might be described as the cream of the crop. A substantial number of immigrants are going to those countries from the United Kingdom, and we feel that such persons would make a real contribution to the cultural as well as the economic and industrial development of this country. I would ask the Minister to tell us at this stage what progress has been made in solving the difficulties, and whether it is proposed in the bill to follow to take any steps to remove those difficulties. . .

There is another administrative matter which is bothering the people of Canada. I refer to the lack of administrative machinery to ensure that immigrants that have been brought to this country on the understanding that they will work in a particular job for a certain length of time remain in that employment during that time. I am thinking particularly of farm labour. There seems to be a fairly widespread trend among immigrants who have been brought here to work on farms for a certain period to drift into the cities before that period has elapsed.

**Mr. Noseworthy:** I have one complaint against the Department that I want to bring out into the open. . . I refer to the Government's policy with respect to immigration from the British West Indies. This is a matter that I have dealt with in correspondence with the Minister for a period of more than a year, and I should like him now or at some later time to clarify the Government's policy with regard to immigration from the British West Indies.

I have gathered from my correspondence with the Minister that the Government has a very difficult policy respecting immigrants from the British West Indies from what they have with respect to immigrants from other countries. I have had applications for immigration from the British West

Indies rejected on grounds that have not been made applicable in the case of other applicants with whom I have had dealings. For instance, I have had applications for immigration from Great Britain and other countries turned down because the applicants did not measure up to our health standards. I have had some rejected because they were suspected of being communists or subversive. I have had them rejected on the ground that there was danger of their becoming indigent in Canada because provision for their maintenance that was satisfactory to the department had not been made. However, I have had applications for immigration from the British West Indies turned down on grounds entirely apart from those I have cited. There was no question as to the health of the applicants involved or their loyalty to the British way of life.

**Mr. Harris (Grey-Bruce):** On a point of order, may I point out that the admission of persons from the British West Indies is covered by an order in council such as I mentioned in my introductory remarks and would not be covered by the Act. Unless my hon. friend feels he should do so, I would prefer that we discuss this matter on the estimates when I will explain the policy and answer any questions he has in mind.

**Mr. Fleming:** . . . Is it possible for the Department to schedule the admission of immigrants to this country so that more of them will come in during the summer months than in the winter months when the problem of unemployment has become an acute factor as applied to many immigrants? I think the Minister realizes how much easier it would be to fit immigrants into the economic life of the country and absorb them into employment if they could be largely admitted in the months from April first to the end of September. I am informed that much of the present difficulty with respect to unemployment among immigrants arises in the case of those who enter the country after the first of October and throughout the winter.

**Mr. Harris:** To answer briefly some of the questions that have been raised, and to deal first with the question just asked by the hon. member for Eglinton, it is desirable to admit immigrants at the time when the period of waiting between their arrival and employment will be the minimum. It has always been the policy to concentrate, if possible, the admission of immigrants from roughly the first of February until some time in the late summer. That was not possible last year for a number of reasons, including the fact



that those who had been processed early in the year did not have transportation facilities and when the fall came they insisted on using their visas and coming forward even in the face of the knowledge that perhaps during the winter months it would be difficult to place them.

There was one other factor. The Shipping that was under the control of the IRO became available in the fall for a much larger number of persons and, as I have said, they elected to come forward, unexpectedly to some extent, in the fall months rather than in the winter and spring. My hon. friend referred to the month of April, but may I suggest to him that farm workers particularly can be placed throughout the winter. The farming communities want to have men at the very earliest beginning of the spring work, and farmers are willing to take them in the winter months, even if they do not get what they consider full value for their money for a few weeks, in order to be sure that they have them when the season begins. We have had no difficulties whatever in placing farm workers throughout the year, and for that reason we have tried particularly this year to bring in farm workers in the early winter months and those who have other employment skills in the main in the later months. That is the policy, and it will be followed this year. . .

The Hon. Member for Kamloops brought up five subjects. The first had to do with whether we can bring about an increase in the numbers coming from the United Kingdom. While I do not want to go into detail at the moment, I can assure him that up until the present time this year there has been an increase of something over 100 per cent in immigration from the United Kingdom. I should like to assure him also that at this moment shipping from the United Kingdom is more plentiful than it has been since the war.

## June 10

**Hon. W. E. Harris** (Minister of Citizenship and Immigration) moved the second reading of Bill No. 305, an act respecting immigration.

He said:

Mr. Speaker, this bill is the first revision since 1910 of the Immigration Act. It retains the principles of the present Act and modernizes those principles. If passed, it would enable this Department to function more efficiently and effectively in the light of present day conditions. I shall speak only of the new proposals, although there are additions and extensions to many of the present sections.

The bill provides for the definition of those persons who are by law entitled to enter Canada, that is those who are Canadian citizens and in most cases those who have Canadian domicile. It deals with those who are not entitled to enter but are in what is known as prohibited classes. This follows the pattern of the present act which defines those admissible as of right and those prohibited, and vests in the governor in council authority to make regulations for the admission of others. . .

Motion agreed to and bill read the second time. Motion that the bill be referred to a special committee agreed to.

## Annuity Contracts

June 4

### Mr. Knowles:

1. How many individual annuity contracts were taken out during each of the following months: March, 1948; April, 1948; March, 1949; April, 1949; March, 1950; April, 1950; March, 1951; April, 1951; March, 1952; April, 1952?

2. For how many persons enrolled in groups were annuity contracts taken out during each of the months indicated in question No. 1?

3. What was the rate of interest used in computing annuity contracts during each of the months indicated in the answers to questions Nos. 1 and 2?

### Mr. Coté (Verdun-La Salle):

1.	March	April
1948 .....	1,054	1,565
1949 .....	524	498
1950 .....	518	428
1951 .....	404	357
1952 .....	386	652
2.	March	April
1948 .....	6,624	2,528
1949 .....	2,468	1,307
1950 .....	1,307	1,254
1951 .....	1,928	1,224
1952 .....	835	715

3. March 1, 1948, to April 18, 1948 inclusive, 4 per cent; April 19 to April 30, 1948, 3 per cent; March and April, 1949, 3 per cent; March and April, 1950, 3 per cent; March and April, 1951, 3 per cent; March, 1952, 3 per cent; April, 1952, 3½ per cent.

## Unemployment Insurance Act Amendment

June 4

**Hon. Milton F. Gregg** (Minister of Labour) moved that the House go into committee to consider the following resolution:—

That it is expedient to introduce a measure to amend the Unemployment Insurance Act,

1940, to increase certain rates of benefit under the Act; to reduce the number of waiting days before the receipt of benefit; to extend the period of entitlement for supplementary benefits; and to make provision for certain administrative changes.

This resolution will form the basis for a bill which will provide for a number of amendments to the Unemployment Insurance Act. Of these amendments five are of a good deal of importance and the remainder are designed to improve the routine administration of the Act.

One of these five main amendments is related to the administration of the National Employment Service. This amendment provides that there shall be no discrimination because of racial origin, colour, religious belief or political affiliation in referring workers seeking employment. This will now establish the principle of fair employment practices in the statute.

The first of the four important amendments related to insurance will provide an increase in benefits for certain classes. The present maximum benefit for a person with a dependent is \$21 a week, and the amendment will provide for raising this to \$24 a week, with comparable increases in other benefit rates.

The second insurance amendment provides for a reduction in the period known as waiting days. As the Act now stands the waiting period consists of eight days; that is, not counting that one non-compensable day. This period will be reduced by the amending bill to five waiting days; that is a reduction from eight to five.

Also there is an amendment that will permit the commission to make regulations to provide that, where a benefit year terminates while the insured is unemployed and he qualifies for a further period of benefit, the waiting period in the new year may be deferred.

The new legislation will also extend by fifteen days the period of supplementary benefit so that it may be paid from January 1 to April 15 in each year. At present supplementary benefit is payable from January 1 to March 31 in each year.

The foregoing amendments affecting the insurance fund have all met with the endorsement of the Unemployment Insurance Advisory Committee which is charged with the responsibility of reviewing the status of the fund from time to time and making recommendations in regard to it. These amendments will not cause any increase of payments into the fund on the part of employee, employer or Government.

The remaining amendments are introduced with a view to clarifying the existing law, facilitating operation of the unemployment insurance program, and protecting the fund. They are more or less routine in nature and, with minor exceptions, have no particular significance from the viewpoint of the general public.

**Mrs. Ellen L. Fairclough** (Hamilton West): . . . Looking back over the years during which this fund has been accumulating, it is interesting to notice that up until the end of March, 1951—the end of the ten-year period—the fund had accumulated until it reached approximately \$664,500,000. This is an average of \$66,458,037 per year, with a low of approximately \$44 million and a high of \$82 million. Yet in the twelve months ending April 30 of this year the fund has increased by \$109,470,000, or an increase of about 25 per cent over the very highest figure by which the fund had increased during the preceding ten years.

When one takes into consideration the fact that the two cents per day addition to the fund must have been responsible for a part of the increase, it would appear that even the increased unemployment and the demands which were made upon the fund this year have not been any particular drain on the reserves. When one also takes into consideration the fact that everything it is necessary to buy today has increased in price, I am sure the increase in benefits which the Minister has announced is on the low side. If I am not mistaken, some of the labour organizations were advocating an increase of about 50 per cent. While the Government may have thought that figure high, nevertheless I feel that the slight increase which has been made of \$3 on the \$21 basis, or about one-seventh, can scarcely be dubbed handsome. I am sure the fund will not suffer by reason of this slight increase.

With regard to the increase in rates, I am a little bit disappointed that the Minister did not announce some scheme for taking care of at least a portion of that group which have come to be known as unemployed employables, and of which I spoke at some length a year ago, at the time of the introduction of the labour estimates. As reported at page 2668 of *Hansard* of May 4, 1951, in describing these people I said: —

There are many in this class of unemployed employables who never have been insured. Then there are those who are insured and who, when unemployment hits them, find that they have insufficient contributions to benefit. Regardless of the fact that they may have been paying into this fund

for years, they will find that within the limits of the act, in the period to which they must have reference, they just happen to have an insufficient number of stamps in their book to enable them to apply for unemployment insurance benefits. There are those who fall upon particularly evil days and who receive unemployment insurance benefits but are forced to accept them for a length of time which eventually exhausts the benefits which are due to them.

I realize that the fund can scarcely be expected to take care of those who have never been covered by unemployment insurance, but I do feel that those who have been engaged in insurable employment should have some provision made for them under this Act. I trust that the Minister is not going to let this matter drop but will inquire into that particular phase before long so that some provision may be made in the Unemployment Insurance Act to care for those who are engaged in insurable employment.

No doubt the reduction in the number of waiting days has been brought about because of the representations made by labour organizations and by various members in this House. The statutory eight days, with one non-compensable day, making nine in all, has worked some hardship on those applying for benefit, but I would draw to the attention of the Minister the fact that in many cases even this period is stretched out to as long as three weeks. Whether the fault lies with the Department or with the applicant is always a matter of conjecture, but the fact remains that any lengthening of the period causes considerable distress to the applicant and his family. . .

The Minister has indicated certain administrative changes which will be made. I should like to draw to his attention once more the case of the married woman who comes under the regulations provided by Section 5 (a) (1). Ninety days are required to re-establish benefit rights. This has been the subject of considerable discussion by labour organizations. Some have advocated that the ninety days be wiped out completely, others have asked that it be reduced to sixty days. I must say that I can recognize the difficulties which would be attendant upon removing this period entirely because in many cases it is very difficult to assess the intention of the individual. Nevertheless I feel that the reduction could be made to sixty days. That would be sufficient time to determine the intention of the applicant to remain in employment. It would safeguard the department in that respect and still reduce

the number of days to the point where there probably would not be undue hardship upon those who would be affected.

I believe the day is fast approaching when all these discriminations, shall we call them, against women in employment will be removed and we will have one set of rules which will apply to everyone. Apparently that time is not yet here and we have to move forward step by step as the occasion provides. I urge the Minister to reconsider the representations made to him from different sources and to reduce the ninety days to at least sixty as a start and see how it works out. After it has been in operation for a while surely it will be apparent whether or not advantage is being taken of the leniency.

**Mr. Stanley Knowles** (Winnipeg North Centre): . . . As the Hon. Member for Hamilton West (Mrs. Fairclough) has already pointed out, welcome though any increase in this benefit is, this amount falls considerably short of what the labour congresses had hoped would be the increase. I have before me the briefs presented this year by the Trades and Labour Congress of Canada and the Canadian Congress of Labour. I note that the Canadian Congress of Labour expressed the hope that the increase would be commensurate with the increase in the cost of living since the last scale was established. An increase of \$3 certainly does not cover that. I note that the Trades and Labour Congress of Canada expressed the hope that the increase would be not less than 50 per cent. On that basis we should have had the married benefit increased to something over \$30. . .

May I point out in this connection that the Canadian Congress of Labour has done some research into this whole matter. Indeed, a very interesting article entitled "The Congress and unemployment insurance funding" appeared in the May issue of *The Canadian Unionist* which is the official journal of the Canadian Congress of Labour. In this article the author, Mr. Andras, stated the position of the congress rather succinctly by quoting in his opening paragraph from a statement made by Professor John S. Morgan which appeared in *Canadian Welfare* for September, 1949. The quotation reads as follows:—

A plan which operates on a comparatively short term financial basis of ten years, with reserves sufficient to cover two years of benefit payments, is socially a sounder instrument of policy than a fund which piles up reserves against every possible contingency at the expense of current benefits and coverage.



The article to which I am referring goes on to point out that the issue that has to be faced in a matter like this is whether to pile up sufficient reserves to cover any emergency across several decades or whether to have regard to the rights and benefits to be obtained by the people who are currently paying into the fund. In other words, the problem is to deal with an insurance fund on as much of a pay as you go basis as possible.

The Canadian Congress of Labour points out, as has the Hon. Member for Hamilton West, that the fund has grown tremendously; and perchance it is overfunded. Indeed, it is understood that the present fund was set up on the basis of 1921 to 1931 experience in Canada, experience which has become out-dated. As a result of the fund having been set up on that basis and as a result of there now being such a large amount in it, the Canadian Congress of Labour expresses this viewpoint:—

In the opinion of the Canadian Congress of Labour, the present fund is more than solvent. It has reached, or is reaching the position where additional reserves are merely frozen assets. Under the circumstances, the Congress believes that the insured population is entitled to a "dividend" since it has been overinsured. Probably the most welcome kind of dividend would be an increase in the benefit rate.

So I submit, Mr. Speaker, the Canadian Congress of Labour, the Trades and Labour Congress of Canada and those of us in this House who have been expressing the same view are being quite responsible when we suggest that the basis upon which the fund has been established would now make possible larger increases in the benefits than have been announced by the Minister. One dares to hope further consideration might be given to this point as we proceed with the legislation.

Likewise we welcome the reduction in the number of waiting days. In the Minister's language the period has been reduced from eight days to five days. In our language it has been reduced from nine days to six days, there being one non-compensable day. The labour congresses have urged that the waiting period be reduced progressively and eventually eliminated altogether. They have also urged changes in respect of non-compensable days. Further consideration should be given to that point. A matter of a few days may not seem important to some people, but the average worker's income is such that he is living very close to the line. When he becomes unemployed he is up against it. In the circumstances we feel there is a strong case for eliminat-

ing the waiting period altogether. Now that we are moving in that direction we hope further consideration will be given to that point at later stages of this very resolution and the bill to be based on it. . .

With respect to the administrative changes which have been suggested by the resolution, we too hope something will be done with regard to the discrimination against married women. As the Minister knows, this change came about as the result of a change in the Act that was made in the early part of 1950, although the actual regulation did not come into effect until later that year. We have had discussions both public and private with regard to this matter, and some of us still feel that as the regulation now stands a special requirement is made of married women that is not made of any other category of claimant under the Unemployment Insurance Act. We feel this matter of discrimination should not be carried forward. Indeed, at this time, when the Minister is introducing a fair employment practices provision, he should carry out the spirit and intent of that provision by eliminating this discrimination against married women.

Another matter we have raised from time to time in this corner is the problem of people who are on unemployment insurance benefits and become ill while they are drawing those benefits. As the Minister no doubt knows, from having studied the debates on unemployment insurance which have taken place over the past number of years, this matter has been discussed frequently and at considerable length. Some of us had hoped on two or three occasions that the previous Minister of Labour had been won over to our point of view. Unfortunately no change was ever made and the situation still is that if a person qualifies for unemployment insurance benefits and is drawing those benefits but takes ill, he is struck off benefits even though there may be still no work for him.

. . . What I am suggesting at the moment is that unemployment insurance should not be denied people who are unemployed and drawing benefits merely because they happen to take sick, particularly at a time when there is still no work for them.

### June 10

The House resumed, from Wednesday, June 4, consideration of the motion of Mr. Gregg that the House go into committee to consider the following resolution:—

That it is expedient to introduce a measure to amend the Unemployment Insurance Act, 1940, to increase certain rates of benefit

under the Act; to reduce the number of waiting days before the receipt of benefit; to extend the period of entitlement for supplementary benefits; and to make provision for certain administrative changes.

**Mr. J. W. Noseworthy** (York South): I have called attention before to the fact that there seems to be altogether too much bookkeeping involved in this matter of unemployment insurance. One experienced unemployment insurance official remarked to me that there is just about as much bookkeeping involved in connection with unemployment insurance as there is in running the whole Canadian National Railways. It would seem to me that the Department should concern itself with finding some simpler way of handling this problem. I think it may be possible to consider the whole basis upon which payment is made. Here the officials of the Department have to keep an employment record of the worker, and they have to go back through the years to find out how many days of unemployment insurance benefit he is entitled to when he reports for unemployment insurance. The number of days, of course, is determined by the amount that he has built up in the fund.

It would seem to me that it would be a much more satisfactory service to the unemployed if that fund were to be used as a co-operative enterprise or a co-operative fund to provide the unemployed with unemployment insurance for whatever period the department determined was a reasonable one or for whatever period it thought the fund could stand. As the situation now is, a man can get unemployment insurance only on the basis of the number of days or years during which he has contributed to the fund; but that provision is hedged about by a number of regulations which deprive many a man of benefit to the full extent of his contributions to that fund. If, for instance, during the period while he is contributing he becomes an employer and ceases to make contributions for a number of years, he may find himself in a position where, having contributed to unemployment insurance for years, he becomes an employee again, becomes unemployed but because he has not built up a sufficient fund within a given period of time, he does not get any unemployment insurance. I have had a number of instances of people who, in my opinion, should have been provided with unemployment insurance; they were men who had made the necessary contributions but because of some rigid regulation which required that there had to be a certain number of contributions within a given

period of time, these people had to forego all that they had placed in the fund at an earlier period, and they received no unemployment insurance at all.

It would seem to me that if there is available an unemployment insurance fund, and if a man becomes unemployed, he should receive payments from that fund at whatever rate is fixed by the Government and for whatever length of period the Government decided that payments should be made. It should not be related to the number of contributions that he has made...

They tell me that in the state of Michigan they have adopted the payment of unemployment insurance on some such basis as that. A man becomes unemployed, and if he can satisfy the authorities that he is genuinely unemployed he is entitled to unemployment insurance for whatever length of time the regulations permit the department to pay unemployment insurance, and there is no relation between the insurance he gets and the amount of contributions he has made. There is no necessity for the Government to keep records of the man's employment over the years and the amount he has paid into the fund.

It would seem to me that by adopting something of that nature you should be able to get away from all this bookkeeping which requires a small army of bookkeepers to take care of the unemployment insurance fund. These are just a few of the things that I have learned from close association with the unemployed and with the unemployment insurance officers and from long conversations with the men who are close to this problem and who have to deal with it day by day.

**Mr. Gregg:** Mr. Chairman, at this stage I should like to make a few comments on points that were discussed the other day and some that were raised this afternoon. I was of course greatly pleased by the approval expressed by hon. members with respect to the establishment in the operation of our National Employment Service of the principle of non-discrimination. While there may be a good deal of difference of opinion as to the method of accomplishing this, I am quite sure that in general all members of the House are in full accord as to the principle. Therefore, while it has been in the manual of instructions of the unemployment service, I and the Government felt that we might well assert the will of Parliament in this matter in the statute itself in the field of federal placement of workers seeking employment.



The operations of our employment service are very closely associated with the personnel departments of private industry. Therefore I feel we may be able to help by example, persuasion and precept to forward the progress that is being made in Canada toward tolerance and non-discrimination. I am quite sure it is in that field of persuasion and example that the greatest progress can be made rather than by the use of policemen, law courts and prisons.

The Hon. Member for Hamilton West reviewed the present status of the unemployment insurance fund and expressed her confidence that it was in a healthy state. She made a rather mild suggestion that the commission and the Government might be a little less cautious in the improvements that are suggested at this time. I think we must bear in mind that, in spite of the fact that we have had some years of heavy unemployment, particularly during the past winter in the great cities of central Canada and two years ago in the far ends of the country, the unemployment insurance fund has not yet met its great test. We may have differences of opinion with respect to whether it was intended to cope with such a situation as existed between 1930 and 1939, but even so an intermediate test has not yet been imposed upon it. This was kept firmly in mind during all the hearings and the studies which have taken almost two years, of the commission and the advisory committee whose duty it is to advise on the protection of the fund.

I shall touch briefly upon some of the points raised and perhaps might discuss later in the estimates any I happen to miss. First of all I should like to say something more about the fund itself. The extent of unemployment upon which the finances of the Act were based was that prevailing during the years 1921 to 1931, both inclusive. On the average during those years the percentage of idle time to total working time amounted to 11.4 per cent. The best year of all was 1926, when idle time represented 7.5 per cent of the total potential man hours, and the worst year was 1931 when the percentage rose to 21.8 per cent.

The rates of contribution were set on the assumption that the fund might have to carry an unemployment load averaging 12.5 per cent over the years. In 1933 the percentage of unemployment rose to 30.4 per cent during three months, and for the whole year averaged 26.6 per cent. The balance in the fund at 30th April, 1952, was \$782 million in round figures. The number of people contributing to the fund

varies from month to month, of course, but it is safe to assume that there are over four million people who have some claim on the fund should they become unemployed. Therefore it will be seen that there is a little less than \$200 in the fund for each person who might claim.

If the average benefit is assumed to be \$20 a week, this would mean ten weeks benefit for everybody who is insured. If we had a 25 per cent unemployment, which is less than we had in 1933, there would be forty weeks benefit for those needing assistance, and this would be short of the amount required to carry an unemployment average of 26.6 per cent for a full year. The Unemployment Insurance Advisory Committee, of which I spoke a moment ago and on which are representatives of both national labour and national employer organizations, has a statutory responsibility to inquire into and report on the state of the fund. I am going to quote paragraphs 8 and 9 from their report covering the fiscal year ending on March 31, 1951. They read as follows:—

It is of interest that the ratios of benefit payments to regular contributions for the two fiscal years 1949-50 and 1950-51 were high having regard to the level of employment. After excluding (1) the amounts paid out in supplementary benefit; (2) the special contributions made in respect of such benefit; (3) the cent a day of contributions not taken into account up to July 1, 1951, in computing benefit payable to claimants in the new class 8, and (4) contributions made by the government on behalf of veterans of the armed services, these ratios of benefit payments to contributions are: 1949-50, 71.2 per cent; 1950-51, 65.7 per cent. The high percentage of payments as compared with contributions was noted by the committee.

The fact that so large a proportion of the contributions was required to meet the benefit payments in a year of high employment shows that there may not be an unduly large margin for bad years. It is reassuring, therefore, that as a result of the sustained high level of employment ever since the Act came into effect the fund provides a substantial reserve against adverse conditions.

The four major amendments which are being proposed at this time will all increase the outgo from the fund. All these amendments have been unanimously recommended to the Government by the Unemployment Insurance Advisory Committee. In reply to some hon. members who spoke this afternoon, I might say that unanimity includes representatives of the great national organized labour bodies. Had the committee felt that we could justify a greater increase in benefits, a shorter waiting period or other concessions, I am quite sure they would have so



reported. It is quite true, as was pointed out the other day by the hon. member for Winnipeg North Centre, that certain parts of the social security legislation may possibly be operated without accumulated reserves. The new federal old age pension plan might be an example of that. In the case of unemployment insurance, however, the amount of unemployment which will occur at any given time or for any given period is not nearly as easily forecast as the number of people who will reach the age of 70 at any given date in the future.

It was further suggested, I think by the same hon. member, that "a plan which operates on a comparatively short term financial basis of 10 years with reserves sufficient to cover 2 years of benefit payments is socially a sounder instrument of policy than a fund which piles up reserves." From the portions of the report of the advisory committee which I read a little while ago, it does seem that that committee is fully aware of this line of thought, and it would appear that reserves are not being built up to a greater extent than are necessary under a sound unemployment insurance plan.

Strong suggestions have been made concerning cutting down the number of waiting days, or even cutting them out altogether; certainly the suggestions go beyond what is recommended here. Before discussing that point, I think I should like to take a moment to discuss this tricky little thing known as the non-compensable day, upon which everyone seems to get caught just as I did. The rule is that the first day in any period of unemployment is known as non-compensable, unless it follows a period of unemployment of less than four days. There may not be more than one such non-compensable day in one week. There are reasons for that, other than just sticking in the odd day of grace.

**Mr. Knowles:** Is that a good term, "day of grace"?

**Mr. Gregg:** No, it is not. If an insured person loses no more than one day in a calendar week, he is not badly off. If he is fully employed except for one day here and there, there would be no call for unemployment insurance in this case. It is rarely possible to place an unemployed person on the very first day of his unemployment, and to pay benefits for such single days of unemployment would add greatly to the administrative costs. The rule prevents the dissipation of an insured person's benefit in payment for single days, and encourages him to conserve his benefit for periods of longer unemployment. A provision of this kind is essential to any

plan of unemployment insurance to eliminate petty claims and keep contributions within bounds. In the financial calculations made in 1940, it was estimated that the elimination of the one non-compensable day would have cost an additional 3.5 per cent in benefits paid.

Perhaps I should say a word about the waiting period proper. I think perhaps the members who made suggestions here are seeking, as were the framers of the Act, to provide the maximum for the unemployed person at the time the need is greatest for the least possible deduction from his pay. The same thing holds true in automobile insurance, where all petty claims that the ordinary person could fairly readily handle are cut off. The amounts deductible are for \$25 or \$50, and are based on the man's ability to pay. In this way he might be protected against those things that will affect him most. It is usual to exclude small claims up to those figures I mentioned. A great many persons lose a day of employment here and there in the course of a year, and that is not so very serious. Normally they can take up this slack within their regular budget. Such small losses are practically a certainty in many industries where weather conditions, shortages of material or of orders may be a factor.

By excluding a limited number of such days the cost of the contribution is kept much lower for the insured persons, and claimants are encouraged to conserve their benefits for occasions when loss of employment is of material extent and the real claims of other claimants are not buried by a large number of applications for one or two days benefits. The exclusion of the first week, or six days if you insist on including the non-compensable day, in a benefit year is not I think to be considered unreasonable.

The opinion has been strongly expressed in this debate that the Unemployment Insurance Act should be extended to cover just as many categories of workers as it is possible to cover. I can tell the committee immediately that that is the view of the Commission, the view of the Minister and the policy of the Government. It is not quite so easy, as hon. members know, to do that. Referring to what the Hon. Member for Bow River said this afternoon, I should like to give a brief breakdown of the figures. As of August 18, 1951, the Canadian civil labour force was estimated to be as follows: Paid workers and insured, 2,915,000—I am giving the round figures—paid workers, non-insured, 934,000. Then there are other non-insured persons, own account workers, 933,000;

unpaid family workers, 364,000; employers, 197,000. The total in that second category is 1,494,000. The grand total, including paid workers, is 5,343,000.

Now, of the paid workers 2,915,000 or 76 per cent were in insurable employment; 934,000 or 24 per cent were not insured, including three main groups. First, there were employees of the permanent public service, federal, provincial and municipal employees, and employees of hospitals and charitable institutions. The number of these is approximately as follows: Federal public service, 60,000; provincial, 65,000; municipal, 30,000; hospitals and charitable institutions, 115,000. This makes a grand total of 270,000. The question of bringing them under the Act, as parts of the categories I have mentioned, is under continuing study.

I believe I should point out to the members of the committee that the solution to this problem is not as easy as it sounds. For some time a very careful study has been made as to the advisability of bringing a portion of the hospital workers of Canada under the Act. It worked out to about one-fifth of the total number, particularly those in the non-medical categories and those who normally, outside the hospitals, would come under the Unemployment Insurance Act. Rather than be dictatorial and place it on whether or not the hospitals could raise the money to add this little bit extra, the hospitals were advised as to the intention; and I think perhaps some hon. members might be surprised at the forceful way in which they expressed themselves to the effect that it would be extremely difficult for them to adjust their budgets to take care of this extra cost. I might say the commission has not receded from its position, but it has felt that the hospitals ought to be given a longer period in order to see how they can adjust their budgets in this regard.

The second group includes persons engaged in agriculture, fishing, private domestic service, private duty nursing and teaching. They are distributed as follows:—

Agriculture .....	120,000
Fishing (excluding self-employed) ..	7,000
Private domestic service.....	80,000
Private duty nursing.....	21,000
Teaching .....	108,000
Total .....	336,000

Those are the wage earners who are difficult to bring into a scheme of unemployment insurance. The possibility of a further extension of the coverage to include these groups is under continual review. For instance, as I think some hon. members

know, when the horticultural association met here a short time ago they had that subject on their agenda and members of the Commission went over and discussed it. If you have read the report of that convention of the horticultural association you will know that they could not see yet how their employees could be fitted in; and perhaps their employees would be more fitted to the scheme than those of general farmers.

The chief problem is to determine when such workers are unemployed. Other difficulties affecting some or all of these groups are the problems of determining who is an employer; how the collections are to be carried out; the large extent to which the same individual passes back from month to month between the status of wage earner and "own account" worker; the seasonability of employment, the large amount of family employment, and the remoteness of the area where the employment is carried out.

The remaining group includes persons who work only in part-time or seasonal employment and who do not particularly desire or need unemployment insurance, and persons whose remuneration is over the insurable limit; that is over \$4,800. This group numbers approximately 70,000; seasonal, part-time, miscellaneous number 258,000, making a total of 328,000 in that group. With the interest shown this afternoon I thought it might be worth while, Mr. Chairman, to break the figures down into those various groups.

As to the suggestion made by the Hon. Member for Bow River and also the other day by the Hon. Member for Winnipeg North Centre, namely that a sickness benefit feature be added to the unemployment benefit feature under this Act, I should like to assure hon. members that the matter has been and will continue to be studied; but up to the present time at least the opinion has been held that sickness benefit should be a part of whatever health plan is developed for this country rather than incorporated into this plan. Even under a more limited plan than this one, and providing insurance against temporary disability only, there would have to be co-ordination between cash benefits, medical care and rehabilitation services. Basic questions that would have to be decided would include the following: the scope of such a plan; whether it would apply only to wage earners or to other groups such as self employed; who would administer the plan; whether provincial and federal jurisdictions conflicted; what sort of disability should be covered; for instance,



could a distinction be made between incapacity arising from a specific illness and incapacity which is nothing more than infirmity from old age? How long and how often should benefits be paid to the same claimant? What should be done about contracting out in the case of firms with their own sickness insurance plans; how could claims be supervised in a country like Canada with great distances and sparse population? There are many other questions. I do not want to appear to be raising difficulties just for the sake of raising them; but although they are not directly related to what the Hon. Member for Bow River said, I think some of them are hindrances in the matter of a sickness plan.

The Hon. Member for York South again brought forward his suggestion with regard to cutting down delays. That is something, of course, which is separate from the waiting days, because even though there may be some delays after the completion of the waiting days the payment becomes retroactive or will become retroactive now after the five waiting days.

Last winter when we looked into the matter there seemed to be some difficulty in working out with the municipalities an estimated basis while the paper work was being caught up with. I should like to assure my hon. friend that the matter is going to be studied during the comparative lull in unemployment during the summer months. Without a radical change in the conception of the plan, I do not think that my hon. friend's suggestion, that benefits should not be related to the number of contributions, could be worked out. However, we shall look into the matter. . .

**Mr. Gregg** thereupon moved for leave to introduce Bill No. 332, to amend the Unemployment Insurance Act, 1940.

Motion agreed to and bill read the first time.

**June 18**

**Hon. Milton F. Gregg** (Minister of Labour) moved the second reading of Bill No. 332, to amend the Unemployment Insurance Act, 1940.

**Mr. Stanley Knowles** (Winnipeg North Centre): . . I should like to make it clear once again that from a study of the principles underlying the funding of insurance of this kind and from a study of the amounts that are on hand in the unemployment insurance fund we feel that there is too great a disparity between the premium payments required of those insured and the benefits paid. In our view either one thing or the other should be

done. Either the amount of benefit paid under the Act should be increased or the premium payments required of those insured should be decreased. Our preference is for the former, that the amount of the benefits should be increase, having regard to the suggestions made to the Government by the major labour congresses in this country.

As we have indicated on previous occasions, another shortcoming in the Unemployment Insurance Act, and I regret that there seems to be nothing in the amending legislation now before us to take care of it, has to do with the position of the unemployment insurance benefit recipients who, while on those benefits, become ill. I realize that the minister made a statement the other day on this point. I hope he has given thought to the reply I made to his statement, and that further consideration will yet be given that phase of the matter. This is entirely apart from the question of any sickness benefits that might be obtained under a health insurance program. Entirely apart from that, we believe that when a persons is drawing unemployment insurance benefits, having qualified in every way for these benefits, he should not be cut off from them because he takes ill; particularly when, as in many instances is the situation, there is still no work for him.

**Mr. Gregg:** . . The Hon. Member for Winnipeg North Centre (Mr. Knowles) has recalled to my mind his suggestion for benefits during illness. As I indicated to him the other night, in common with all other features connected with this Act that matter will be kept under study by the Commission and the advisory bodies associated with it. The same observations would apply to his comments respecting on the one hand an improvement in the situation by means of better benefits than are set out in this measure or, on the other, improving the situation by cutting down on the amount of payments into the fund.

I think the hon. member will agree that up to this date the study that has been given this change has been at least intense and, to my mind at least, conscientious. The fact that we will be putting this measure into effect does not suggest in any way that the study of the machinery will come to an end or even to pause. That study will be continued. . .

Motion agreed to, bill read the second time and the House went into committee thereon.

On Section 1—*Exempted persons.*

**Mrs. Fairclough:** . . In speaking on Clause 1 it is not my intention to reiterate



what I said the other night at the resolution stage of the bill, except that I wish to refer to one or two items. The Hon. Member for Cape Breton South spoke of the regulation affecting married women respecting which I spoke last year and again this year, and with which of course I am very much concerned. I should like to press for some action with regard to this regulation. Speaking in the House the other night at the resolution stage I made some remarks with reference to the reduction of the period from 90 days. At that time I said I could see that there might be difficulties in establishing intention, but that no fault could be found with reducing the period in the first instance to 60 days.

However, I must admit that since that time, having considered the matter further at some length, I have come to the conclusion that I was very lenient in that regard. I can see no reason why this section should not be taken right out of the regulations. I know the arguments that are put forward by the Department. I know the difficulties with which the local offices are faced; but in my opinion they are no more difficult than those with which they are faced with respect to numerous employees in many lines of activity. To say that misrepresentation or malingering is confined only to one section of the labour force is in my opinion a reflection on the integrity of that particular group of citizens. I can see no reason at all why this regulation was put in the Act in the first place. It has only been in effect for about two years, and has been operative for only a little more than a year. I can see no reason why this particular group was singled out for discrimination. It is not only a reflection on the integrity of working women but in my opinion it is also an intrusion on their civil rights.

Consideration of the matter from this angle has caused me to speak today in stronger terms than those in which I spoke the other evening at the resolution stage of the bill. While I was willing at that time to see the regulations relaxed somewhat, I now say I believe firmly that this particular provision should be stricken from the regulations as they now stand. I ask the minister to give this matter very careful consideration. . .

Section agreed to.

Sections 2 and 3 agreed to.

On Section 4—*Rates of benefit.*

**Mrs. Fairclough:** Will the Minister explain why the two lower classes were excluded from increases in benefits?

**Mr. Gregg:** This amendment, like the others, was recommended and approved by

the Unemployment Insurance Advisory Committee. . .

Had the benefits been increased in these two lower classes which have been brought to my attention by the Hon. Member for Hamilton West—that is, opposite 3 cents, \$4.80 weekly; opposite 4 cents, \$7.50 weekly—we would have been faced with what the experts call over-insurance. The present dependency benefit rate, for instance, in the earnings class of \$9 to \$14.99 is 83.3 per cent of the wages. It was the opinion of the actuaries, supported by the Advisory Committee, that it would be unwise to increase the present ratio. This will affect a very few people. It is estimated that of the claims established in 1951 less than 2½ per cent were in this class, and in the last fiscal year the number of contributors in this class was only 1.54 per cent.

Section agreed to.

Sections 5 to 9 inclusive agreed to.

On Section 10—*Recovery of benefit erroneously obtained.*

**Mrs. Fairclough:** Am I correct in assuming that no claimant will be penalized in respect of what is an honest error? In other words, as I read this new section, if a claimant had received benefits erroneously, through no fault of his own, without misrepresentation, he would not be penalized, nor would he be forced to repay those benefits?

**Mr. Gregg:** No.

**Mrs. Fairclough:** Is that correct?

**Mr. Gregg:** That is correct.

Section agreed to.

Sections 11 to 13 inclusive agreed to.

On Section 14—*Rates of supplementary benefit.*

**Mrs. Fairclough:** It would appear from the tables in this section that the increase in benefits has not been extended to the supplementary benefits. If that is so, would the Minister explain the basis upon which that action, or lack of it, is founded?

**Mr. Gregg:** . . . The rates of supplementary benefit have not been increased but remain the same. The reason for this is that contributions to provide for supplementary benefits are in the main paid by persons entitled to regular benefits, and it was felt that any surplus of these contributions should go to the benefit of the many rather than to increase the benefits of the few.

Section agreed to.

Sections 15 to 19 inclusive agreed to.

On Section 20—*Coming into force.*

**The Chairman:** Order. In the course of the discussion on Clause 1 the Hon.

Member for Hamilton West moved that the following section be added to the bill:—

That Section 4 of the Unemployment Insurance Act be amended:

(a) by substituting the word "four" for the word "three" in the third line thereof and

(b) by deleting all the words after the word "council" in the fourth line thereof and substituting the following: "one of whom shall be a chief commissioner and one of whom shall be a woman."

The section if amended would read:—

This Act shall be administered by a commission to be called "The Unemployment Insurance Commission," which shall consist of four commissioners, who shall be appointed by the governor in council, one of whom shall be a chief commissioner and one of whom shall be a woman.

A point of order has been raised by the Minister of Labour, that the amendment would not be in order because it would give the Government a direct order to expend some additional money. It would increase the financial responsibility of the Government. I have looked at the Act and find that the addition of one member would make an additional expenditure of \$9,000 a year since that is the present salary of each of the commissioners who are now appointed.

. . . I am sorry but I must declare the motion out of order.

Section agreed to.

Title agreed to.

Bill reported.

**Mr. Gregg** moved the third reading of the bill.

Motion agreed to and bill read the third time and passed.

## Department of Labour Estimates

June 12

**Hon. Milton F. Gregg** (Minister of Labour): . . . Hon. members will notice that the estimates for 1952-53 total just under \$67,900,000. This compares with the total for last year, including supplementary votes, of almost \$65 million. The total for this year represents an increase of just under \$3 million. This increase is more than accounted for by increases in salary rates which were announced last December and the normal increase in the Government's contribution to the unemployment insurance fund. For instance, the salary increases were \$1,516,700. The increased contribution to the unemployment insurance fund, which of course is based upon the increased number of people being insured under that fund, was \$1,800,000, or a total increase in the two items of \$2,316,700.

In the past fiscal year the number of people employed by the Department of Labour rose from 674 to 676 and the number employed by the Unemployment Insurance Commission fell from 7,051 to 6,885. This is an over-all reduction in staff during a period when the work load on nearly all branches continued to expand in response to public demand and in response to developments which can hardly be considered as normal. In the past year we have had to consider methods of improving both the quality and the quantity of our labour force to enable it to meet the production demands of both the present needs and the needs of an uncertain future. On the other hand it has been necessary during the past winter to deal with a fairly sizeable measure of seasonal unemployment.

I should like to mention a few of the activities which have been particularly occupying the attention of the Department during this past year. Last year's expanded immigration program gave increased work to this Department which co-operates closely with the Department of Citizenship and Immigration in the movement to Canada of groups of immigrants required to meet specific labour needs in the economy. During the past year the number of people brought to Canada in these organized group movements numbered 18,887, more than double the total of the previous fiscal year.

During the year the federal-provincial farm labour program continued to operate. Under agreements concluded with each province except Newfoundland, the work of recruiting, transporting and placing workers in agriculture and related industries went forward, with expenses shared between the federal and provincial Governments. This present year promises to be a very active one for our people working on the farm labour program.

The vocational training branch of the department administers the Vocational Training Co-ordination Act, 1942. Under that Act, in accordance with agreements concluded with the provinces, the federal Government grants financial assistance to various types of approved training schools and programs. Last year over 230,000 persons were enrolled in the schools and programs to which the federal grants applied; and it is the hope of the Government that this figure will be higher during the current fiscal year.

I do not think I can emphasize too strongly my belief that the future welfare and expansion of the Canadian economy is



dependent in large measure upon the availability of more skilled workmen. If we are to maintain our recent rate of industrial development and if we are to be ready for whatever emergency may develop in the future, then we must do what we can to increase the number of training programs and apprentices in all parts of the country, particularly in the manufacturing industries.

With this thought in mind, a national conference on apprenticeship got together in Ottawa recently. Provincial and federal officials assembled with representatives of labour and management to consider the obstacles in the way of increasing apprenticeship, and to recommend methods of removing them. Those recommendations are now being considered by everybody concerned, and it is hoped that they will encourage and lead to uniform standards for apprenticeship in all provinces and a steady increase in the number of apprentices in training.

I should like to commend to the committee the increased amount set out in the main estimates for training; and I might say that I shall be asking for a further amount in the supplementary estimates. These days we are seeking skilled personnel outside of Canada, and we are spending some money bringing these skilled personnel to Canada. With that procedure I am heartily in accord. I think that under the careful control which is being exercised now it should go forward; but at the same time I think we should give to our own home born an opportunity, early in life, to learn skills and become part of our industrial life. Furthermore, for many of our people who are physically disabled we have undertaken active steps to fit them so they can work. For them and for fit workers, lack of skill is a handicap which we hope to help overcome.

Our industrial relations branch is one about which the committee and the public do not hear a great deal. But if our industrial relations branch does not get into the public news or into the headlines, I feel that is no reason why it should be thought that it is not doing its duty. It has three functions. One is to minimize the incidence and the effects of industrial disputes within the industries under federal jurisdiction. Another is to stimulate interest in the importance of increasing productivity by promoting the formation of labour-management production committees in industrial plants throughout the country. I should like tonight to pay tribute to the staff of my department charged with this work of conciliation and of improving

industrial relations. They have an exceedingly difficult task. More and more the stress is placed upon helping to create a climate in which industrial peace may flourish rather than waiting for the dispute to break out into strife and then hoping to make some spectacular conciliation. The defence program and the means of achieving maximum production placed a very heavy burden upon this branch. In addition, of course, the sharp increase in the number of government contracts awarded as a result of the defence program has meant a heavy increase in the work of administering the fair wages policy which is part of the work of this branch, the Fair Wages and Hours of Labour Act of 1935 and other orders related thereto.

Hon. members will recall the national conference on rehabilitating the physically handicapped which was held in the city of Toronto in February, 1952. From that conference came a request for federal assistance to help co-ordinate the activities of the various agencies which provide rehabilitation services. During the past year, in order to get this work on co-ordination under way, my colleagues the Minister of National Health and Welfare, the Minister of Veterans Affairs and myself have worked very closely together. A National Advisory Committee was appointed and held its first meeting here just a few weeks ago. This new undertaking is a worthy one, and I sincerely hope it will provide new opportunities for work and useful living to disabled Canadians who have no rights under either veterans' benefits or the workmen's compensation benefits within the provinces.

Just recently, within the last two weeks, the committee of the Government that I have spoken of, the Ministers of National Health and Welfare, of Veterans Affairs and of Labour, acting on behalf of the Government, have been fortunate in being able to procure the services of Mr. Ian Campbell as co-ordinator for this work, carrying out the co-ordination of voluntary agencies, supporting their effort, which I think is a very important phase of the work, along with the provincial governments municipal governments where applicable and the federal departments that I have mentioned; and I am sure all hon. members, many of whom have spoken about this matter in relation to measures that were going through the House, will wish this effort the greatest possible success. Mr. Campbell, I might interject, had very effective experience in the



organization and development of the rehabilitation work under the Workmen's Compensation Act of Ontario.

The publication of the *LABOUR GAZETTE*, the provision of information for the public on such subjects as seasonal unemployment and the employment problems of older workers, the valuable research work done by the legislation branch and the economics and research branch, the administration of the annuities act and the Government Employees Compensation Act, the international work of the ILO, the excellent contributions made by advisory bodies including the National Advisory Council on Manpower, are all matters which I shall be glad to go fully into when the items are up in my estimates.

I shall turn for a moment to the Unemployment Insurance Commission. Since we have a bill before the House on which that will be discussed I shall try not to overlap tonight in my comment on it. The three-man commission which is responsible for administration of the Unemployment Insurance Act is representative of employer and employee organizations, with a chief commissioner acting as chairman. The two operating branches of the commission's country-wide organization deal with employment and insurance respectively and in that order of importance. I do not think we should look upon the insurance feature as having a high priority. Only after all efforts toward employment have failed does insurance come into the picture.

At the close of the last fiscal year the Commission was operating 262 offices in Canada. These were located at key points in every province with a view to giving efficient service to the public. Five regional offices are located at Moncton, taking care of the four Atlantic provinces; Montreal, taking care of the entire province of Quebec; Toronto, taking care of the province of Ontario, less the western end of that province, the twin cities; the prairie region, with headquarters at Winnipeg in charge of the prairies and running up to the north pole through the Northwest Territories and including a little slice of British Columbia in the northeast corner east of the Rockies, and at Vancouver in charge of all of the remaining part of British Columbia and the Yukon.

First, the employment field during the last fiscal year: in that period local employment offices received some 24 million applications from persons seeking employment, while employers registered 14 million vacancies. It is of course unnecessary to state that some of these 24 applicants for jobs may have been the same person repeating in some instances.

Hon. members will appreciate that suitable work is not always available for unemployed persons, nor are suitable workers always available for jobs which employers have to offer in that particular place. Nevertheless the national employment service was successful in effecting 926,000 placements, which represented some 75 per cent of the total jobs registered. Applications for employment were up 10.4 per cent from the previous year; vacancies registered by employers were up 5.7 per cent, while placements were up 9.3 per cent.

I think it would be of interest to mention that included in the total placement figures of the employment service were some 106,400 placements of veterans; also that 37,000 placements were effected by transferring workers from one part of the country to the other for certain types of seasonal work.

The fiscal year opened with some apprehension as to the labour supply required to meet the defence program. The civilian economy was operating at a very high level. Demands for the defence program turned out to be less than had been anticipated, and except for certain highly skilled occupations no real shortages developed even during the heavy employment summer months. With the usual seasonal slackening of employment toward the winter, together with a heavy flow of immigration during the late months of 1951, a situation developed where there were considerably more workers available than there were jobs. A peak of unemployment was reached last year on April 3. It may be interesting to compare this year with the last two years. The peak in 1950 was on April 6 at 434,323. The low that year was September 28, at 133,074. The peak in 1951 was February 8 with 303,666, which was relatively low for a high point of seasonal unemployment. The low of 1951 came on August 30 with 127,136. This year the peak came on April 3, as I said a moment ago, with 385,008, and the medium on May 22, which is the last figure I have, and which might be called something of a medium period, when it stood at 242,508.

These figures will give the House some idea of the extent of the Commission's operations in the employment field. In addition to what is generally regarded as the function of an employment service—that is, finding workers for employers and jobs for workers—the National Employment Service by the clearance system now in effect can enable an employer in one part of Canada quite often to obtain the

services of rare types of workers from some distant parts of the country, and with some time lag it has been possible to fill individual needs through immigration resources. Without going into detail on the matter as to how it is worked out, I can tell the committee that the system has, in my opinion, produced quite good results.

The Commission has special facilities for counselling and placing handicapped persons who might otherwise be unable to obtain employment. It will be noted that under the work of the Department of Labour proper, which I mentioned a moment ago, I indicated that part of this task in connection with handicapped persons must be carried out in the field of training. Very intimately related to that is the task of placement which, of course, with us comes under the National Employment Service. But I can tell the committee that those efforts are very closely co-ordinated, not only in Ottawa but in the regional offices.

During the calendar year 1951 the figures disclose that 14,344 jobs were found for physically handicapped persons in Canada by local offices of the Commission. This represents an increase of more than 3,300 placements over the 1950 figures. This branch also furnishes special facilities for counselling and placing young people who never worked before, as well as older workers who find it difficult to get jobs. Co-operation is being given the other interested departments in connection with the new national committee which has been established for the purpose of assisting in the rehabilitation of disabled persons.

A division of the employment branch of the Commission devotes itself particularly to dealing with problems connected with women's employment. More than 265,000 women were placed in employment by the Commission during the last fiscal year. This is an increase of 7.5 per cent over placements made in the previous year. The placement of women immigrants to Canada has constituted one of the responsibilities of this portion of the commission's work. Nearly 3,000 women entered Canada during the fiscal year as domestic workers.

The employment services, together with the Department of Labour, co-operate in the closest possible harmony with the Department of Citizenship and Immigration in the reception of immigrants at the airports, and their placement. . .

The cost of administering the unemployment insurance program is not charged against the unemployment insurance fund. It is paid out of the general revenues of Canada. Administration costs for the fiscal year ended March 31 last totalled \$23,519,567 as compared with \$21,904,809 in the previous fiscal year. The increase is due almost entirely to increased salaries and wages of the staff. At the close of the last fiscal year the total regular staff of the Commission stood at 6,885 in comparison with 7,051 at March 31, 1951. In addition there were 1,262 casual employees on strength. These were assisting in meeting the very heavy claims load remaining toward the end of the usual winter peak period. They were also working in connection with the annual renewal of unemployment insurance books.

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## U. S. Manpower Policy Body Opposed to Draft of Labour

"Unequivocal" opposition to the drafting of labour to meet mobilization needs was expressed by an advisory committee in the United States when it issued a statement outlining a voluntary manpower program.

The committee was the National Labour-Management Manpower Policy Committee, consisting of 24 members representing labour organizations and agricultural and industrial management, which was set up a year ago within the Office of Defence Mobilization to make recommendations on how the country can best meet its manpower problems during the present emergency.

Issuing what it termed a "set of principles," the committee recommended that:—

The minimum number of workers be hired for the job to be done;

Workers be hired on a basis of qualifications for the job to be done and "without regard to non-performance factors such as age, sex, race, colour or creed";

Training programs be promoted in plants to improve skills and supervision abilities;

Local recruitment programs be developed to the fullest before the outside labour market areas are entered;

The facilities of trade schools be used to broaden the base for manpower recruitment.

# Apprenticeship in Trades and Industry

Delegates discuss methods of increasing number of skilled workers for Canada's developing industry, recommend the establishment of national committee on apprenticeship and federal grants for teacher training

How to increase the number of skilled workers for Canada's developing industry through an expanded program of apprenticeship was the major topic under discussion at the National Conference on Apprenticeship in Trades and Industry held at Ottawa, May 19, 20 and 21. The conference, first of its kind ever held in Canada, reviewed the programs for apprenticeship training at present being carried out in industry and in the provinces, and made recommendations for their expansion.

Under the chairmanship of Dr. Arthur MacNamara, Deputy Minister of Labour, the conference was attended by provincial deputy ministers of labour, and directors of apprenticeship, officials of the provincial departments of education responsible for apprenticeship classes, representatives of provincial apprenticeship boards and committees, delegates from the major labour and employer organizations and training supervisors in manufacturing plants. In addition, officials of interested federal government departments attended sessions.

The conference was convened as a result of recommendations made by the National Advisory Council on Manpower and the National Advisory Council on Federal-Provincial Vocational Training. The Vocational Training Council had emphasized at its semi-annual meeting in Ottawa in January, 1952,<sup>1</sup> the need to expand apprenticeship training and to increase the number of apprentices by means of a national conference.

(In announcing the National Conference, the Hon. Milton F. Gregg, Minister of Labour, stated that the meeting was designed to remove hindrances in the way of improving Canada's position in the matter of skilled labour reserves. Mr. Gregg added that the developments now taking place indicated that the demand for highly skilled workers would certainly not decrease and might increase remarkably in the next few years.)

The conference delegates were welcomed by George J. McIlraith, Parliamentary Assistant to the Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Defence Production, who was unable to attend. Mr. McIlraith lauded the officials who were responsible for convening the conference. Referring to Canada's industrial expansion, he stated that many were not aware of how much the country has developed. He pointed out that in the first seven months of its existence, the Department of Defence Production had placed orders totalling 1.1 billion dollars. Mr. McIlraith noted that this would have been impossible 15 years ago.

## "Skilled Workers Essential"

In order to maintain our industrial growth, Mr. McIlraith stated, a supply of skilled workers was essential and the best way of maintaining this supply is by training our own young men for the skilled jobs in the country. Apprenticeship was the best way of obtaining such tradesmen, he said.

The conference chairman, Dr. Arthur MacNamara, told the delegates that, although the shortages and bottlenecks in the labour supply a year ago had disappeared somewhat, they could be expected to return as industrial expansion continues. Referring to this expansion, Dr. MacNamara remarked that, because such expansion would probably continue was one of the main reasons for convening a National Conference on Apprenticeship.

Dr. MacNamara pointed out that the availability of skilled workers in sufficient numbers depends upon the adequacy of the country's training programs. The Deputy Minister hoped that the conference would review the apprenticeship plans and programs at present in operation. He noted that adequate training plans are in effect in the railways and in certain manufacturing plants.

Canada is not alone in experiencing a shortage of trained workers, Dr. MacNamara pointed out, referring to the situation in the United Kingdom and in the United States. He noted that the Ministry of

<sup>1</sup>See LABOUR GAZETTE, March, 1952, pp. 270-277, for a complete review of the 17th Semi-Annual Conference of the Vocational Training Advisory Council.





Labour in the United Kingdom is presently encouraging industries to expand their training programs and thereby increase the number of apprentices. With respect to the United States, the Deputy Minister pointed out that under the terms of the Fitzgerald Act, the United States Bureau of Apprenticeship had been established recently. Through field men working in the various states, the state Governments were being encouraged to expand and develop their apprenticeship programs.

### Conference Objectives

Commenting upon the purpose of the National Conference, Dr. MacNamara stated that it envisaged these objectives: (1) available evidence regarding the alleged shortage of trainees in the skilled trades should be examined; (2) existing plans and programs should be studied and reviewed; and (3) suggestions and recommendations designed to increase the number of apprentices and trainees in all parts of Canada and to increase co-operation between all the agencies engaged in this work should be put forward and examined.

Dr. MacNamara considered that the best way to meet the need for skilled workers is to train our own men. He stated that he was not overlooking immigration as a source of trained workers but pointed out that many such workers were not available because of similar shortages in their own countries.

### Need for Training in Canada

G. V. Haythorne, Director of the Economics and Research Branch of the Department of Labour, presented a paper to the conference on "The Need for Training Skilled Workers in Canada". Mr. Haythorne remarked that our present high standard of living, though partly the result of natural resources, machinery and capital investment in industry, is in a large part the result of the technical skills and knowledge possessed by our labour force.

Referring to the large-scale expansion Canadian industry has undergone during the war and post-war years, he pointed out that in 1939 the total number of workers engaged in all types of manufacturing was 620,000. Today there were 1,280,000. Also, as our industrial output expands, new types of skills are required.

A recent survey by the Department of Labour of existing training programs carried on in Canadian industries revealed that only a "microscopic percentage of the industry's total number of production workers are being trained by industry for skilled jobs," he stated.

### Plant Training

He noted that of a total of 709 plants surveyed, only 88 had organized training programs. Of these, the iron and steel group had training plans in 57 plants out of 473 surveyed; the electrical apparatus industry, nine plants out of 107; and the transportation products industry, 22 plants out of 129.

He informed the conference that because of time limitations, the survey was confined to iron and steel products, transportation equipment and electrical apparatus and supplies. The survey was further limited to the areas within these industries considered to be important for defence production.

Referring to the three industries covered in the survey, he pointed out that only a little more than one per cent of all production workers in the iron and steel industry are receiving organized trade training, about six-tenths of one per cent in the transportation industry, and one and one-half per cent in the electrical apparatus and supplies industry.

### Ratio of Apprentices

In studying the ratios of apprentices to skilled workers in these industries, marked variations were noted. In the iron and steel industry, the average ratio was one apprentice to every 11 workers, in transportation products, the same, and in electrical apparatus and supplies, one to seven. Within these industries, ratios

varied widely from plant to plant. These figures, he explained, applied only to plants undertaking training and the proportion of apprentices would be a great deal lower if the number of apprentices to the total number of tradesmen in the industries as a whole were taken.

A need for greater standardization in in-plant training of apprentices was revealed by the variation in the length of training periods. Thus, in the iron and steel industry, the most common training period was 48 months, but the length of the training period for the same occupation in this industry ranged from a minimum of 36 to a maximum of 60 months.

### **Wage Pattern**

Mr. Haythorne considered that some "greater uniformity in wage patterns might help to improve recruitment into apprenticeship training". He pointed out that the variation in the starting rate in the iron and steel industry was from 40 cents to \$1.42 an hour; in the final rate, from 85 cents to \$2.02 an hour. In transportation products the starting rate variation was from 46 cents to \$1.08 an hour while the final wage varied from \$1.16 to \$1.66.

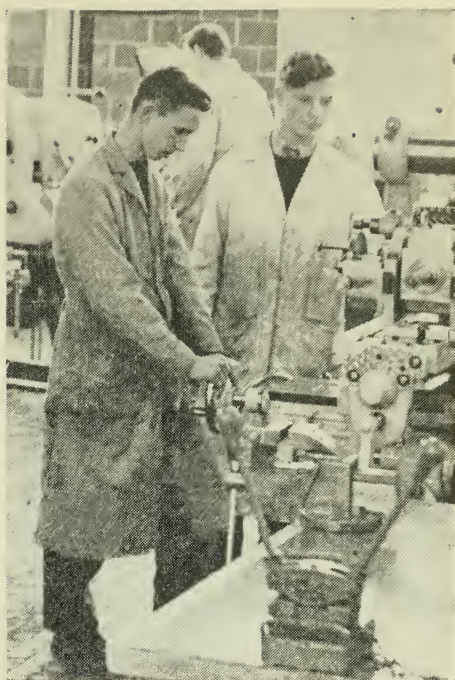
As to expansion of training in these industries in the future, he noted that 11 per cent of the plants surveyed in the iron and steel group indicated that they were intending to undertake expansion of their apprenticeship training programs. The percentage in the electrical apparatus and supplies industry was 11 per cent; in the transportation equipment industry, 28 per cent.

The overall situation indicated "that there is insufficient training for skilled workers going on within these important and typical segments of Canadian industry".

### **Immigration Factor**

Referring to the assistance many plants have received in the way of skilled workers from immigration, Mr. Haythorne stated that "it would seem unwise for us to rely heavily on immigration as a means of meeting skilled labour shortages," adding that "the supply can be cut off at any time and is most likely to be cut off in a period of emergency when such workers are most in demand".

In conclusion he warned: "During the early years of the last war, production was seriously hampered by lack of skilled workers and extensive training programs were required before we were able to reach peak armament production. In today's world we may not have two to three years to meet the skill requirements of an all-out war."



### **Situation in Construction Industry**

Speaking on behalf of the Canadian Construction Association, J. M. Pigott of Hamilton pointed out how Canada has expanded during the past few years and how this expansion has accentuated the lack of trained and skilled workers in the country.

With the end of large-scale immigration in 1921, the need for skilled trained men in Canada became evident, noted Mr. Pigott. In order to remedy this situation in the construction industry, apprenticeship classes were begun in Toronto in 1925, financed by contractors, labour unions and certain manufacturers, stated Mr. Pigott. As a result of this program, the Ontario Apprenticeship Act of 1928 was enacted.

Mr. Pigott noted that the apprenticeship system in Quebec does not involve an agreement nor the indenturing of an apprentice. Candidates in the skilled trades in the construction industry are allowed to pick up their own training and, where possible, are given preliminary training in a trade centre. Under this plan, Quebec has between nine and ten thousand apprentices in training, Mr. Pigott observed. He stated that in the rest of Canada there are about 2,500 young men at different stages in their training in all trades.

Mr. Pigott asserted that "the number of young men learning the construction trades is extremely low and really of very little importance when compared with the



number required to meet the demands of the trades". He added that if the "long established ratio" of apprentices to mechanics were followed, or could be followed, approximately 10,000 apprentices would be in training. At present only 2,200 were registered.

### Effect of Shortages

Because of shortages of skilled workers, work was taking twice as long to complete as it did a few years ago, Mr. Pigott noted. He added that "it is proper to say that the shortage of mechanics has contributed greatly to the cost of building, both in the length of time it has taken to build and in the substitution of new materials and processes for field operation".

This situation he charged to two factors: apathy on the part of employers and the attitude of trade unions. He stated that many employers, though aware of the shortage of skilled workers, are not too confident of their own construction programs and the very nature of their work prevents them from giving the matter the attention that it deserves.

As for the attitude of trade unions, Mr. Pigott remarked that, despite the efforts of the international officers of the unions, the locals are in fear of creating too many tradesmen who would be laid off during a depressed period.

Mr. Pigott stated that as long as apprenticeship ratios, which are traditional in the building trades, are applied in the narrow sense, only a fraction of the apprentices needed will be trained. He added that when unions are accused of being short-sighted, they answered that if employers did their just part and took on the number of apprentices that they are not only entitled to but should take on, there would be no shortage. "This argument is very hard to refute," said Mr. Pigott, "because unfortunately it is true."

### Ontario Program

In order to increase the number of apprentices in the building trades, a program has been developed under the auspices of the Minister of Labour of Ontario in collaboration with the international officers of the unions concerned and the contractors, Mr. Pigott related. It was agreed to create a pool of apprentices who would be indentured to an institute established for this purpose and who would be placed under field supervision wherever mechanics were working. In connection with this plan, Mr. Pigott stated that "already local unions are active to repudiate any such plan and have indicated their intention to resist it."

Mr. Pigott considered that there should be at least four apprentices for every one that is being trained today.

"Many employers and trade union leaders have given generously of their time and have given much thought, and what has been done can be attributed largely to their efforts, but they know only too well the rather discouraging results.

"If out of this conference some plan could be devised that could, in bulk figures, relate training of young men to industry; if some magic means to compel employers to accept their responsibility could be devised; and if the advice of the senior officers of the trade unions could be followed, great things could be accomplished."

### View of Labour

Percy R. Bengough, President of the Trades and Labour Congress of Canada, commented upon changes in apprenticeship conditions during the past years. He referred to the shipbuilding industry of 40 years ago and pointed out that apprentices were laid off whenever a particular contract was completed and that the industry was often subject to the fluctuations of the business cycle.

Labour was concerned for apprentices who were adversely affected, stated Mr. Bengough, and the unemployment experienced in the past has deterred young men from becoming apprentices today. He noted that during the 1930's Canada lost immigrants, apprentices and others to the United States and stated that this was a total loss to the country. Mr. Bengough cited the construction industry as an example of this situation.

The TLC President stated that we are faced with the problem of keeping our skilled workers in Canada after we have trained them. He remarked that if we had higher ratios of apprentices to skilled workers, more apprentices would be out of work when plants were forced to shut down. This was the reason, said Mr. Bengough, why we have the present ratios in effect. He added that if apprentices were paid more money, they might be persuaded to remain in Canada.

### Apprentice Training by CGE

The experience of an industrial plant in conducting a training scheme for more than 50 years was related to the conference by L. J. Sparrow, Supervisor of Apprentice Training at the Peterborough Works of the Canadian General Electric Company Limited. Mr. Sparrow referred to several



apprentices who had risen to high executive positions with the company and with other industrial plants.

He explained that apprenticeship training is offered in several basic trades such as machinist, toolmaker, draftsman, pattern-maker, moulder, brass finisher and armature winder. At present, more than 160 apprentices at the Peterborough works are learning 15 different trades or occupations.

Apprenticeship training in the plant is directed and co-ordinated by an apprenticeship committee of seven members and a full-time Supervisor of Apprentice Training, who is committee chairman. Under the training program, the company makes a careful selection of candidates, maintains a close collaboration with the educational sources of recruitment and with the local vocational school where the related technical training is given, plans the courses to meet modern industrial trends as well as the requirements of the organization, and makes provision for apprentices to obtain additional training to fit them for supervisory positions, related Mr. Sparrow.

Mr. Sparrow said that shop trade apprentices were usually recruited from those 17 to 21 years of age who have successfully completed Grade XI. They are required to serve a probationary period of from three to six months, he added.

Mr. Sparrow described several of the courses to the delegates and noted that most of the programs were for four calendar years with regular pay increases being granted at the beginning of each apprentice year. As an incentive to apprentices, the company provides an efficiency bonus whereby candidates who obtain a percentage of 70 or over for the year, in both shop and class work, may qualify for an extra increase in pay the following year.

During the apprenticeship programs, progress reports are sent to the parents or guardians of the trainees four times a year, giving them a record of the shop training and school classroom work that has been completed. Successful graduates are presented with a certificate noting the length and character of their apprenticeship. This certificate, said Mr. Sparrow, is highly regarded in other industries in Canada and the United States.

In order to provide the necessary extra training needed for supervisory positions, the company offers opportunities for graduate apprentices to follow a one-year course in business administration. This includes training in the following departments: Orders and Stores, Planning, Wage

Rate, Methods, Production, Cost Accounting, Payroll and Personnel Administration.

"It has been our experience," concluded Mr. Sparrow, "that fixed ratios of apprentices to journeymen cannot apply in industries such as our own when a large number of apprentice graduates leave their trades and are promoted to more responsible positions.

"We believe that Canadian industry has a definite obligation to offer training facilities and teaching personnel to young men who are ambitious and desirous of learning the trade."

### **Apprenticeship Regulations— Past and Present**

C. R. Ford, Supervisor of Technical Training, Department of Labour, traced the development of apprenticeship in its various stages. Mr. Ford indicated the historical periods through which apprenticeship has passed from the 12th century down to the present period, which he termed the "Co-operative Control" stage.

Referring to the need for standardization of apprenticeship regulations throughout Canada, Mr. Ford stated that "the Provincial Directors of Apprenticeship have been working towards this objective and it does seem reasonable that the qualifications of a journeyman motor mechanic should be the same whether the man is trained in Alberta, Saskatchewan, British Columbia or Prince Edward Island."

### **Comparison of Provincial Standards**

Mr. Ford pointed out some of the differences that exist between the apprenticeship regulations of the various provinces. In the bricklaying trade, four provinces require a four-year term while two provinces require a three-year term. As for preliminary education requirements for entry to apprenticeship, Mr. Ford stated that three provinces do not specify any particular level, one province requires Grade IX, and three, Grade VIII. In practically all trades a three-month probationary period is the standard requirement.

With respect to wage increases, Mr. Ford remarked that in three provinces these are provided for every six months; in four other provinces, at the end of each 12-month period. Starting rates for apprentices vary from 30 to 50 per cent of the journeyman's rate and, during the final term of apprenticeship, vary from 60 to 90 per cent of that rate, reported Mr. Ford.

The greatest variation in provincial standards appeared with respect to class instruction. Part-time instruction for 144

hours a year, or 576 hours over a four-year period, is given in three provinces. Full-time instruction for 24 weeks, or 840 hours, is required in two provinces while yet another province requires full-time training for the last two years of an apprenticeship course, he remarked. Mr. Ford added that some provinces gave related instruction in mathematics, science and trade theory only, while others gave both related and practical training when apprentices are in classes.

In all provinces, with the exception of British Columbia, where 15 years is the minimum age, the minimum age is set at 16 years. With respect to trade tests, five provinces report that they are used while two require no examinations.

### Provincial Acts

Turning to a discussion of apprenticeship acts, Mr. Ford stated that there has been a "remarkable uniformity" in this field and noted that several provinces copied freely from the Ontario Apprenticeship Act of 1928. Under apprenticeship legislation, all the provinces have appointed apprenticeship boards or committees composed of from five to seven members. In addition, the provinces have authorized the establishment of local trade advisory committees and in most cases have given authority to these committees to make regulations for their respective trades.

Mr. Ford concluded his survey by listing the designated apprenticeship trades in each province and, also the trades in which class training is given. The following are the numbers of designated trades in each province, with the number of trades in which class training is given being listed in parentheses: British Columbia, 22 (22); Alberta, 13 (12); Saskatchewan, 13 (13); Manitoba, 17 (16); Ontario, 13 (27); New Brunswick, 31 (20); and Nova Scotia, 9 (15).

### Apprenticeship Questionnaire

A. W. Crawford, Acting Director of the Department of Labour Training Branch, explained the apprenticeship questionnaire which had been prepared and sent out to the provinces prior to the conference. The questionnaire, which comprised 48 questions, was designed to obtain as much information as possible from the provinces on the need for apprentices and skilled workers, the definitions and designations used with respect to the trades in the provinces, training programs, regulations and restrictions, standards and organization and co-ordination of apprenticeship programs. The provinces had distributed the questionnaire to interested companies, labour groups and trade committees.

Replies had been received from all provinces except British Columbia and Quebec. The information submitted had been compiled in a summary for the use of the delegates.

### Areas of Agreement

The replies received indicated substantial agreement throughout the provinces on such matters as the registration of apprentices, minimum period of apprenticeship, reasons for the shortage of apprentices, methods for improving the apprenticeship situation, the definition of designated trades and concerning compulsory apprenticeship.

Replies to the questionnaire further revealed that a majority considered that a definition of apprenticeship, the length of training periods, the skills and knowledge required for trades and the certification of journeymen could be standardized. School training for trainees was also felt to be desirable by a majority of those submitting returns.

Opinion was divided as to whether apprentices should be paid wages or supplementary allowances while attending full-time basic classes, part-time classes and full-time slack periods. A similar divergence was indicated concerning who should be primarily responsible for apprenticeship. Among the various groups suggested were trade unions, the federal Government, provincial departments of labour, provincial departments of education, individual employers and industry as a whole.

### Conference Recommendations

For working purposes, the conference operated in six committees, each dealing with a special phase of apprenticeship as follows:

*Committee No. 1.*—Nature and Scope of Apprenticeship. Chairman, A. E. Hemming, Executive Secretary of the Trades and Labour Congress of Canada.

*Committee No. 2.*—Nature and Scope of Training Programs. Chairman, A. Villeneuve of the National Association of Machinists.

*Committee No. 3.*—Regulations and Standards of Apprentices. Chairman, L. J. Sparrow, Supervisor of Apprenticeship Training at the Peterborough Works, Canadian General Electric Company Limited.

*Committee No. 4.*—Organization and Co-ordination of Apprenticeship. Chairman, N. D. Cochrane, Deputy Minister of Labour, New Brunswick.

*Committee No. 5.*—Promotion and Financing of Apprenticeship. Chairman J. M. Pigott, representing the Canadian Construction Association.



*Committee No. 6* (This committee, under Dr. Fred McNally, of Alberta, co-ordinated the reports and activities of the other five groups.)

In plenary session, the conference adopted the following definition of apprenticeship:—

“Apprenticeship is an organized procedure of on-the-job and school instruction and training extending over at least 4,000 hours, designed to impart the skills, experience and related knowledge of a designated skilled trade to learners who are at least 16 years of age and who are under agreement with an employer or responsible body representing the trade.”

The major recommendations of the committees, as amended and approved by the Conference were:—

That apprentices be 16 years of age or older. (In discussion it was pointed out that British Columbia accepts apprentices at 15 years. The majority opinion was that boys under 16 years of age are often not sufficiently advanced in mathematics to progress in certain trades.)

That the Training Branch of the federal Department of Labour undertake occupational and trade analyses of 20 or more trades over the next 12 months and, in the preparation of such studies, make full use of joint or separate committees of employers and employees and of existing Canadian material which is appropriate and available.

That applications to have trades designated as apprenticeable be endorsed jointly by both employers and employees or their organizations, and that opportunities for designation should not be restricted to any particular field. Also, that all apprentices in designated trades should be under supervision during training and that such training should include required related knowledge.

That, although indenture between employers and employees is the superior method of apprenticeship, under certain circumstances, by mutual consent or by contractual agreement, it be permissible to substitute the union, or employer's organization, or the apprenticeship committee as the employing agency.

That provision be made to see that all apprentices in designated trades be given full opportunity to complete their apprenticeship within the prescribed time; also that transferring of apprentices be followed in cases where it is necessary to obtain adequate instruction and experience.

That the provinces take the necessary action whereby apprentices report for

training when notified by the Director of Apprenticeship concerned, unless the apprenticeship can satisfy “the appropriate provincial body” that he has mastered the standard skills and knowledge at the level at which instruction has been given.

That, in order to raise the standards of vocational instructors, the federal Government grant additional financial assistance to the provinces “for the purpose of providing teacher training at university level leading to the degree of Bachelor of Science in Industrial Education, for instructors of vocational subjects”.

That apprenticeship be made compulsory within a designated trade and that a minimum age be set for trainees; also, that no maximum age be set for apprentices but that employment of trainees begin at an early age.

That uniform trade tests, work processes and related instruction for apprenticeship in the various trades be established under a co-ordinating board or committee on a national scale.

That there should be a fixed minimum wage rate and that no maximum rate should be established; and, “that, in those provinces where the size of the minimum wage rate is of such a nature that it militates against the encouragement of apprenticeship in any particular trade or industry, it be reviewed by the particular board.”

That “. . . the provinces, in the establishment of an apprenticeship program in any trade, try to co-ordinate the regulations of all the parties concerned—namely, employer organizations, organized labour—and endeavour to increase the number of apprentices being trained to meet the national need.”

That minimum educational standards be established in all provinces for apprenticeship in the various trades. (Concerning the indenturing of trainees, the committee stated that “. . . it is preferable to indenture an apprentice to one employer, although we recognize that under certain conditions it is necessary to indenture the apprentice to a responsible body.”)

To facilitate increasing the number of apprentices and improving methods of training, that co-ordination of activities in connection with apprenticeship training be developed by the establishment of a national committee on apprenticeship for trades covered by provincial apprenticeship legislation representative of employers, workers and governments concerned. (It was suggested that the National Advisory Council on Vocational Training, which is now representative of employers, workers and vocational training authorities, in



future include representatives of those in Provincial Departments of Labour connected with the administration of provincial apprenticeship training.)

That a sub-committee of the Council should be established to deal with matters involving standardization and general research and advise federal and provincial authorities on the question of apprenticeship training.

That in each apprenticeship plan, there should be a Committee, representative of employers and workers, with the governments concerned being also represented, where requested by both parties.

That there be a provincial apprenticeship board functioning for all trades covered by provincial apprenticeship legislation, a provincial trade advisory committee for each trade or group of trades, and local trade advisory committees or local apprenticeship boards.

That the federal and provincial Governments be urged to continue their support of apprenticeship plans in industry with a view to expanding and improving this work as rapidly as possible; also that the Labour Congresses devote time at their annual conventions to discussions of the need for greater apprenticeship activity.

That in the designated trades, union leaders be urged to advise their local unions to co-operate with the designated trades employers to increase the ratio of apprentices to journeymen and "to get away from the fear of overcrowding in the trades in order that we may produce trained mechanics to take care of the growing economy of the country".

That planning in both federal and provincial areas be instituted to bring employers into apprenticeship promotion schemes in greater numbers and with more interest so as to improve the number, knowledge and experience of skilled workmen by providing more opportunities for young men to be trained.

That a field force be established to promote apprenticeship and to encourage greater employer participation. That the provision of this field force be undertaken primarily by employers or their organizations, aided under the fulfilment of certain conditions by the federal and provincial Governments.

### Effect of Immigration

In its concluding session, the conference was addressed by E. V. Gage, a delegate representing the Canadian Construction Association who referred to the effect of

immigration upon apprenticeship and pointed out that in Quebec, where tradesmen in the construction industry are required to hold competency cards, the immigrant is often at a disadvantage. He pointed out that European tradesmen have often a limited knowledge of the trades in Canada and he recommended that immigrants be screened concerning trade qualifications.

Mr. Gage further recommended that the federal Government, in co-operation with the various apprenticeship agencies, provide immigrant tradesmen with from three to six months refresher training in order that they might become acquainted with Canadian practices. After some discussion, Mr. Gage's motion was adopted by the conference.

G. H. Simmons, Assistant Director of Apprenticeship in Ontario, reported to the conference on the policy being followed in the United States regarding the deferring of apprentices from military service until they have completed their courses. He stated that the trainees were of more value to the services upon completion of their courses. Mr. Simmons asked that a similar policy be considered by the Canadian Government in the event of an emergency.

Dr. MacNamara replied that the National Advisory Council on Manpower would take his request under consideration.

The conference heard J. A. McLaughlin, Assistant Commissioner of Penitentiaries, tell of the training of prisoners in federal prisons in various trades. Mr. McLaughlin remarked that prisoners did well under vocational training programs and pointed out that 86 per cent of those taking the courses did not return to prison after their release. The over-all average of those not repeating prison sentences was only 40 per cent, Mr. McLaughlin noted.

On behalf of the delegates, W. Elliott Wilson, Deputy Minister of Labour for Manitoba, thanked Mr. Gregg, Dr. MacNamara, Mr. Crawford, and the other officials who had prepared the apprenticeship conference. He referred to the conference as the opening of a new era in apprenticeship. J. B. Metzler, Deputy Minister of Labour for Ontario, seconded Mr. Wilson's remarks and referred to apprenticeship as an investment in the youth of the country.

Dr. MacNamara expressed appreciation for the remarks that had been made and concluded the conference by stating that the delegates were the men who could make a success of the apprenticeship program. "Success will be achieved if you all work together," he said.

## Conference Delegates

The following were present at the conference:—

*Representing Manufacturers and Management.*—J. C. Campbell, Canadian Acme Screw & Gear Ltd., Toronto; D. S. Clark, A. V. Roe Ltd., Toronto; J. B. Danforth, Canadian Westinghouse Co. Ltd, Hamilton; James Donaldson, Industrial Relations Branch, The Steel Co. of Canada; Hamilton; C. J. McAlear, Canadian Car and Foundry Limited, Montreal; W. H. C. Seeley, Toronto Transportation Commission, Toronto; and J. C. Stavert, Babcock-Wilcox & Goldie-McCulloch Ltd., Galt.

*Representing the Canadian Construction Industry.*—Gordon Burnett, Bedard-Girard Ltd., Ottawa; E. V. Gage, A. F. Byers Construction Co., Montreal; and Joseph M. Pigott, Pigott Construction Co. Ltd., Hamilton.

*Representing the National Association of Master Plumbers & Heating Contractors.*—E. Wingate, Secretary-Manager, Toronto.

*Representing the Trades and Labour Congress of Canada.*—A. E. Hemming, Executive Secretary, Ottawa; Art. D. Ling, Printing Trades, Ottawa; and Adrien Villeneuve, National Association of Machinists, Montreal.

*Representing the Canadian Congress of Labour.*—N. S. Dowd, Executive Secretary, Ottawa; E. E. Marion, United Automobile Workers, Windsor; and Pat Tirrell, United Steel Workers of America, Toronto.

*Representing the Canadian and Catholic Confederation of Labour.*—Omer Chevalier, Building Trades Federation, Quebec; Jacques Dion, Building Trades Federation, Quebec; and F. Pillion, Hull.

*Representing Industrial Plants.*—Howard Ellis, Personnel Manager, Massey Harris Co., Ltd. (President, Ontario Industrial Education Council), Toronto; and L. J. Sparrow, Supervisor of Apprenticeship Training, Canadian General Electric Co., Ltd., Peterborough.

*Representing Windsor Chamber of Commerce.*—S. R. Ross, Executive Vice-President, Fabriteel Products Inc., Detroit and Windsor.

*Representing Advisory Council on Vocational Training.*—G. Fred McNally, Chairman of the Council, Edmonton.

*British Columbia.*—E. L. Allen, Director of Apprenticeship, Vancouver; J. W. Inglis, Apprenticeship Board, Vancouver; and H. A. Jones, Director of Vocational Education, Victoria.

*Alberta.*—W. H. Swift, Deputy Minister of Education, Edmonton; E. A. Pugh, Chairman, Alberta Apprenticeship Board, Edmonton; James White, Director of

Apprenticeship, Edmonton; W. G. Stanton, Apprenticeship Board, Brotherhood of Carpenters, Calgary; J. H. Ross, Regional Director, Department of Education, Calgary; and E. W. Wood, Institute of Technology and Art, Calgary.

*Saskatchewan.*—J. Stanley Dornon, Director of Apprenticeship, Regina; J. R. Gordon, Apprenticeship Board, Employees, Regina; D. P. Logan, Apprenticeship Board, Employers, Regina; and W. A. Ross, Regional Director, Canadian Vocational Training, Regina.

*Manitoba.*—W. Elliott Wilson, Deputy Minister of Labour, Winnipeg; James Aiken, Director of Apprenticeship, Winnipeg; R. A. Stewart, Provincial Apprenticeship Board, Winnipeg; and B. F. Addy, Principal, Manitoba Technical Institute, Winnipeg.

*Ontario.*—J. B. Metzler, Deputy Minister of Labour, Toronto; Fred J. Hawes, Director of Apprenticeship, Toronto; G. H. Simmons, Assistant Director of Apprenticeship, Toronto; and A. M. Moon, Assistant Director of Vocational Education, Toronto.

*Quebec.*—E. C. Piedalue, representing Minister of Labour, Apprenticeship Branch, Department of Labour, Montreal; Charles E. Therien, Apprenticeship Branch, Department of Labour, Montreal; Leonce Girard, Secretary, Boot & Shoe Apprenticeship Commission, Montreal; Jules Racine, Apprenticeship Commission, Quebec City; Florent Hebert, Apprenticeship Commission, Sherbrooke; and Armand E. Bourbeau, representing Montreal Building Trades.

*New Brunswick.*—N. D. Cochrane, Deputy Minister of Labour, Fredericton; H. J. Taylor, Director of Apprenticeship, Fredericton; J. Ruet, Apprenticeship Board, Fredericton; J. W. McNutt, Director of Vocational Education, Fredericton; and C. L. Dow, Principal, Provincial Technical Institute, Moncton.

*Nova Scotia.*—R. E. Anderson, Chief Administrative Officer, Department of Labour, Halifax; R. H. MacCuish, Director of Industrial Training, Department of Labour, Halifax; M. L. Baker, Chairman, Apprenticeship Commission, Halifax; B. D. Anthony, Provincial Apprenticeship Commission, Halifax; and George E. MacDonald, Supervisor, Apprenticeship Classes, Department of Education, Halifax.

*Prince Edward Island.*—L. W. Shaw, Deputy Minister & Director of Education, Charlottetown and J. L. Dewar, Federation of Agriculture, Charlottetown.

*Newfoundland.*—G. T. Dyer, Deputy Minister of Labour, St. John's; and Frank Templeman, Principal, Vocational Institute, St. John's.



# Technical Assistance to Under-Developed Countries

Canada participates in two of the three main programs of international co-operation for technical assistance to under-developed countries

Technical assistance to the under-developed countries of the world has become a prominent feature of international co-operation during recent years. The nations of the Western world are attempting to cope with the problem of helping those countries which have not participated in the prosperity resulting from the technological advances the west has made during the past two centuries. In many of the countries of Asia, for example, India, Pakistan and Ceylon, the primary problem is the maintenance of life itself and not just an increase in the standard of living.

In order to better the lot of the millions of citizens of under-developed countries, attention has been directed to increasing the productivity, industrial and agricultural, of the areas and in this way help the peoples of these regions to reduce hardship and hunger.

The three main programs of international co-operation through which aid is being extended to the less fortunate countries of the world are the United Nations Expanded Technical Assistance Program, the Colombo Plan for Co-operative Economic Development in South and South-East Asia, and the Point Four Program of the United States. Canada is participating directly in two: the United Nations and the Colombo Plans.

## *Point Four Program*

On January 20, 1949, President Truman, in a message to Congress, stated that the United States "must embark on a bold new program for making the benefits of our scientific advances and industrial progress available for the development and growth of the under-developed areas."

Since this statement was the fourth point of the President's survey of the United States' foreign policy, United States' activities in the field of technical assistance have since become popularly known as the "Point Four Program".

The Point Four Program was set up by the Technical Co-operation Administration, under the direction of the Department of State. Through the Technical Co-operation Administration, United States'

aid, in the form of grants for economic development and the provision of technical assistance, has been extended to under-developed parts of the world. Because of its natural interest in the nations of South America, a large portion of United States' aid has been devoted to these countries. More recently all United States' aid, in the form of economic grants and technical assistance, was placed under the direction of the Mutual Security Administration.

## *United Nations Program*

Under the United Nations Program, almost all the countries of the free world are co-operating in pooling their resources to give technical assistance to member governments, in need of such assistance, which request it.

During the first 18 months of the UN program, Canada contributed \$850,000 and has offered to contribute at least \$750,000 and up to \$850,000 (depending upon the amounts offered by other leading contributing countries) towards the objectives of \$20 million for the 12-month period beginning December, 1951. Since the commencement of the program in July, 1950, 54 United Nations Fellows have undergone training in Canada in such fields as public administration, hydro-electric power development and social welfare. These students have come from such countries as India, Pakistan, Cuba, Finland, Brazil, Uruguay, Burma, Venezuela and the British West Indies.

In addition to providing training facilities for the United Nations Fellows, 24 experts from Canada have been sent to such countries as Chile, Burma, Libya and Ethiopia. Several of these Canadian experts were sent to these countries under the International Labour Organization's share of the Expanded Program of Technical Assistance.

The United Nations technical assistance programs, which are not confined to any one geographical area, are being carried out through the UN and many of its specialized agencies. These include the Food and Agricultural Organization, the World Health Organization, the International Labour Organization, the Inter-



national Civil Aviation Organization, and the United Nations Educational, Scientific and Cultural Organization.

The programs are designed to place emphasis upon assistance in such matters as agricultural production; government administration; construction projects such as railways, power developments and irrigation schemes; and public health and education. The technical assistance consists of sending experts to a country and having them work on the spot with the citizens of the area. In addition, the Government concerned is advised as to how to commence a project, how to begin construction, where the machinery needed may be advantageously obtained and, possibly, where to locate those who would be interested in making an investment of private capital.

The expenses and salaries of experts who proceed overseas under the UN program are paid from a common fund made up of voluntary contributions from participating countries. This fund is divided to give a share to the specialized agencies responsible for the technical assistance programs. These agencies report to the Economic and Social Committee of the United Nations on their activities and expenditures.

Matters are assigned for attention to the appropriate agency or organization. The items assigned to the International Labour Organization are mainly governmental administration in labour matters and training of manpower. Among items handled by ILO are those affecting public employment services, vocational training, industrial training, the development of co-operative production and marketing, and matters respecting social security, agriculture and home industries. The ILO is also rendering advice and guidance in connection with industrial relations, industrial safety and the prevention of accidents and industrial diseases.

Of the many Canadians serving abroad under the various United Nations agencies, eight are at present working for the ILO. Professor Frank Scott of McGill University is in Burma as resident co-ordinator of United Nations technical assistance in that area. George P. Melrose, Deputy Minister of Lands of British Columbia, served as Chief of the United Nations Technical Mission to El Salvador and Professor A. E. Hardy of the Department of Agricultural Engineering at the University of Saskatchewan is with the Food and Agricultural Organization.

#### *Colombo Plan.*

In addition to participating in the various UN schemes, Canada helped to

establish the Colombo plan for Co-operative Economic Development in South and South-East Asia. This plan was established as a result of a Commonwealth meeting in 1950 attended by representatives from Canada, Ceylon, India, New Zealand, Pakistan and the United Kingdom. The meeting also stressed the urgency of the need for technical assistance for the countries of South and South-East Asia if their plans for economic development were to succeed. The Hon. R. W. Mayhew, Minister of Fisheries, who represented Canada at the conference, stated at that time that "it was decided to inaugurate, without delay, a Commonwealth Technical Assistance Scheme for the area to organize technical assistance on a bi-lateral basis between governments. The aggregate of assistance involved would be eight million pounds sterling for a period of three years."

Under the Colombo Plan, therefore, two programs have been established, one a capital development program, which will provide capital and necessary equipment for certain specific projects in the countries of the area, and the other a program of technical co-operation.

As its part in the technical co-operation program, Canada made \$400,000 available for the first year of the three-year period. Canada has a permanent representative on the Council for Technical Co-operation in Colombo which supervises the program. In addition to the Council, a technical Co-operation Bureau has been established in Ceylon to assist in implementing requests for aid under the program for technical co-operation.

Under this program, 80 trainees have come to Canada from India and Pakistan. During the past year, technical missions composed of senior officials from India, Pakistan and Ceylon visited this country. The Indian agricultural mission was particularly interested in the agricultural co-operative movement in Canada.

In meeting requests for technical experts from this country to aid in Colombo Plan development schemes, Canada has sent several experts and missions to member countries. A fisheries consultant was sent from British Columbia to Ceylon to assist that country in the development of its fishing industry. A refrigeration expert was subsequently sent to aid in the same field. Canada is also defraying the expenses of a survey being undertaken in Pakistan by the Commonwealth Biological Control Service with a view to setting up a biological control station in that country.

Examples of requests which have been received are those for a soil conservationist to give courses to groups of trainees in

Ceylon, for instructor engineers for the Indian Institute of Science and for a three-man team to survey and advise on facilities for the preservation, processing and marketing of fruits, milk and similar produce in Pakistan.

Canada has offered 60 scholarships and fellowships to the countries of the area which are members of the Council for Technical Co-operation. The fields of study include agriculture, road and bridge construction, hydro-electric development, public administration, social welfare and medicine. Of the 60 awards, 25 have been allocated to India, 15 to Pakistan, 10 to Ceylon and 10 to non-Commonwealth Countries which are members of the Council. Fourteen scholars and fellows from India have already arrived in Canada, 14 from Pakistan and six from Ceylon.

In the various fields of technical assistance, Canada is attempting to dovetail activities under the UN Expanded Program and Colombo Plan in order to avoid conflict and overlapping. Before making final arrangements for an Asian public health mission to come to this country to study the organization and administration of health services in Canada at the federal, provincial and municipal levels, the federal Department of National Health and Welfare consulted the regional offices of the World Health Organization, which are most familiar with the particular needs of the countries represented on the mission.

At the request of the Government of Pakistan, Canada has given training in public administration to 12 Pakistani civil servants. In drawing up the program, the Government consulted the public administration officials of the United Nations Technical Administration, who have built up a detailed knowledge of Asian requirements in that field.

In applying modern technology and skills to the under-developed and traditional economies of South and South-East Asia, trained men, whether experts or craftsmen, are needed to carry out the projects already under way and to initiate other schemes. The extent and need for technical experts varies from country to country. Such factors as the size of a country's technical resources, the success it has had in the post-war years in recruiting and retaining personnel from overseas and the new demands posed by the development programs must all be taken into consideration.

The Colombo Plan countries particularly need experts in soil science, animal husbandry and land management. Also needed are those who will have to direct the clearance of the jungle and the planning

of settlements in new lands. Others will have to organize the instruction of settlers in improved methods of cultivation, the planting of new crops, the use and maintenance of modern equipment and the introduction of power-driven machinery to cottage industry.

The Colombo Plan nations have also submitted requests for civil, electrical, mechanical and hydraulic engineers experienced in the construction of large dams, the erection of hydro-electric power stations and the laying out and operation of irrigation and drainage works.

India requires experts in certain specialized fields of industry, agriculture, medicine and education. In addition, a wide range of engineering specialists is also needed.

Ceylon, apart from the need for experts required for the major agricultural projects, needs mechanical engineers, factory managers and production experts. The latter are required for the development of Ceylon's industries.

Since 1947, Pakistan has recruited a substantial number of experts from overseas but many vacancies remain unfilled. There is a great need for further recruitment, particularly in the agricultural field and in the development of training facilities within the country.

In Malaya and British Borneo, the needs are comparatively few and the range is much smaller. Here, the need is for experts who will continue to work after the scheduled end of the plan.

Due to the inadequacy of training facilities in the Asian countries, the ability of these countries to increase the number of their own technicians has been limited. Where previously a substantial proportion of the trained manpower in the Asian countries came from Europe—administrators, doctors, scientists, teachers, *et al*—the regular recruitment of such experts has now ceased. Many European workers have been retained in their own countries as a result of full employment in those areas and still others are reluctant to be separated from their families after long periods of absence during the war.

Three main suggestions have been advanced for overcoming the shortage of trained technicians, the expansion of facilities in the area itself; the ensuring of adequate training facilities for students from the under-developed countries who come overseas to study in universities, technical institutions, public utilities and private manufacturing concerns of all kinds; and the obtaining of trained men from abroad.



### *Local Training*

In the predominantly agricultural countries of South and South-East Asia, the skill of the workers is mainly that of the village craftsman and of artisans working as individuals with primitive tools and by traditional methods. Only a small proportion of the population has had any training in large-scale industrial production processes and in the application of scientific and modern engineering methods. Perhaps the most acute, though less generally appreciated shortage, is that of middle and lower grade workers and technicians of all types. Thousands of these are needed. In future years, when the overseas experts have completed their tasks, the success of the development programs will depend upon the extent to which a sufficient number have been trained to take over and carry on the schemes.

Teachers and instructors are those most urgently needed in the immediate future in order that other instructors may be trained who in turn will pass on their knowledge to others. A process similar to the systems of training and upgrading of unskilled labour during the war could meet the largest single lack in Asian manpower resources.

The training of foremen and skilled and unskilled workers can be handled most efficiently at the local level. This expansion of facilities within the countries themselves is of major importance in the technical assistance schemes. The Pakistan Government, the United Nations Food and Agricultural Organization, the Economic Commission for Asia and the Far East and the International Bank have collaborated to establish in Pakistan a training centre for the benefit of all Asian countries. Pakistan has also made plans for the expansion of its institutes of higher education and is paying particular attention to

increasing the skill of the ordinary worker and to training farmers in the use and maintenance of tractors and implements, the use of improved seeds and the application of fertilizers.

In Ceylon, the facilities for university education and for medical and technical training are being expanded. The Indian Scientific Manpower Committee and the University Education Commission have recently assessed the additional requirements for technical personnel in the next decade and have made recommendations concerning the expansion of present facilities to meet these needs.

Among steps taken by the Indian Government to increase its training facilities are the following: the establishment of a Department of Scientific and Industrial Development; the opening of a group of National Laboratories for research in physics, chemistry, ceramics and other fields; the expansion of the present facilities devoted to agricultural, medical and technological education; and the development of post-war vocational training schemes under which a large number of polytechnic and other training institutions were established.

The Indian Government is also studying a scheme for the establishment of two higher technical institutes which would provide facilities for training and research in engineering and technology for graduate, post-graduate and research students and workers.

The following is a table of the number of institutions and training centres in the Asian countries and their output of trained men. The number of institutions referred to includes only universities, technical training colleges and trade schools. The figures were prepared by the Commonwealth Consultative Committee at its meeting in September, 1950.

	Number of Institutions		Output of Trained Men	
	1949	1957	1949	1957
India .....	2,777	3,330	125,790	167,720
Pakistan .....	216	293	22,000	25,300
Ceylon .....	22	28	1,454	3,050
Malaya and British Borneo.....	10	18	260	500

### *Training Overseas*

As a further means of increasing the number of trained personnel, India, Pakistan and Ceylon are sending as many students as they can afford for training in other Commonwealth countries that have been making provision to accept such students into their universities and technical colleges.

### *Overseas Recruitment*

It has been generally agreed that the most urgent needs of the development programs cannot be met by training schemes, whether they are in the countries themselves or overseas. Recruitment of a sufficient number of scientific, technical and educational experts is required if the various schemes are to be successful.



Below is a table, also prepared by the Commonwealth Consultative Committee in September, 1950, listing the preliminary requirements of the countries of South and South-East Asia in the way of experts to carry out the various development

programs. The Consultative Committee noted that the figures related only to the needs arising out of the programs and even in this restricted sense, which takes no account of the requirements at present outstanding, they are not complete.

Type of Expert	India	Pakistan	Ceylon	Malaya and British Borneo
Agriculture .....	37	38	9	11
Fisheries .....	6	12	1	1
Miscellaneous Industrial Experts....	8	12	8	4
Engineers—				
Civil .....	25	69	22	10
Mechanical .....	339	58	2	3
Electrical .....	36	51	—	1
Other .....	41	—	20	11
Industrial Chemists .....	1	27	3	—
Statisticians, etc. ....	2	8	—	1
Research Chemists .....	18	42	—	—
Medical .....	49	25	2	5
Education .....	13	30	1	8
Civil Engineering Superintendents and Foremen .....	—	12	22	—
Miscellaneous .....	52	37	82	4
<b>Total .....</b>	<b>638</b>	<b>460</b>	<b>154</b>	<b>59</b>

The length of time for which these various experts will be needed will vary from a few months to three or more years. It is anticipated that for the execution of the different programs, the countries listed above will require between 500 and 750 qualified technicians from abroad.

#### *Canadian Technical Co-operation Service*

To co-ordinate all Canadian activities in the field of technical assistance, the Technical Co-operation Service was established in the Department of Trade and Commerce in December, 1950. As Canada's participation in the United Nations' and the Colombo plans increased, a new division known as the International Economic and Technical Co-operation Division, was established in the same Department. This division absorbed the functions of the

Technical Co-operation Service and is responsible for all Canadian commitments in the technical assistance field.

The principles upon which Canada based its original decision to participate in the technical assistance programs, both of the UN and the Colombo Plan were that these programs should be used to increase food supplies, improve health and social standards, make administrative services more efficient and develop essential natural resources. In his message to the Canadian people on United Nations Day, the Prime Minister, the Rt. Hon. Louis St. Laurent, remarked, referring to technical assistance programs: "The international technical assistance programs continue to expand. Canada, together with other free countries, will, . . . continue actively to support these activities."

### **Canadian Sent to Viet Nam to Advise on Vocational Training Schools, Courses, Curricula**

Albert Landry, Assistant Director of the Shawinigan Technical Institute, has been sent to Viet Nam as technical assistance expert to help the government there with vocational training problems, the ILO recently announced.

Since March this year, Mr. Landry had been in Libya helping the new government there set up centres for training clerks and technicians.

In Viet Nam, he will advise on the training of instructors for vocational training centres and schools, on the organization of training, methods of recruitment, development of courses and curricula.

#### **Canada's Economic Aid to India**

Canadian economic assistance to India under the Colombo plan amounted to 15 million dollars during 1951-52, the Indian Parliament was recently told by Finance Minister C. D. Deshmukh.

# Index of Wage Rates, April 1, 1952

Average wage rates in Canada increased approximately three per cent between October, 1951, and April, 1952, semi-annual survey indicates

An increase of approximately three per cent in average wage rates between October, 1951, and April, 1952, is indicated by the third in a regular series of semi-annual surveys conducted by the Economics and Research Branch, Department of Labour.

The survey covers a selected sample of over 800 establishments. It is intended to indicate trends in wage rates during the half year since October, when the annual survey of approximately 15,000 establishments was made. Employers were asked to state the change in established scales of wage rates (or cost-of-living bonus) of non-office employees in their establishments. Thus, the indexes do not reflect minor changes due to upgrading or downgrading of individual workers.

Index numbers of wage rates have moved as follows according to recent surveys (base 1939=100):—

October, 1950.....	215.9
April, 1951.....	225.5
October, 1951.....	242.1
April, 1952.....	249.4

The increase between October, 1951 and April, 1952 was 2.9 per cent as compared with 7.4 per cent during the preceding six months. This smaller proportionate increase results mainly from two factors: (1) the tendency for many employers to review wage rates annually, usually in the spring or summer; and (2) the levelling-off of the cost-of-living index during the past winter.

Of the 840 firms surveyed in April, only 59 per cent made any adjustment in wages. Of those making adjustments, 31 per cent reported increases of less than five cents an hour. Most firms in this last group were complying with previously established cost-of-living "escalator" formulas rather than granting increases as a result of their periodic review of wage rates. Such increases may have reflected rises in the cost-of-living index up to January, 1952; the declines that have occurred in the index since that date would be unlikely to have affected wage rates until after the April survey date.

The percentage distribution of establishments covered in the survey according to the amount of change in wage rates is as follows:—

	Per Cent
No change.....	41.5
Less than 5 cents.....	18.2
5 to 9.9 cents.....	18.9
10 to 14.9 cents.....	11.4
15 cents and over.....	10.0
	<hr/> 100.0 <hr/>

Increases in wage rates occurred between October, 1951 and April, 1952 in all six major industrial groups included in the general average. The amounts of such increases are, of course, dependent not only on the size of any wage adjustments made but also on whether or not wage settlements generally take place during this period in the industry concerned. The rise in the construction industry, 0.8 per cent, was low because collective agreements are generally negotiated during April and May whereas the much higher advance of 5.8 per cent in mining is largely the result of the upward adjustments in rates in the coal mining industry during the early part of the year.

A gain in wage rates of 0.5 per cent for logging was based on "escalator" adjustments in rates for loggers on the Pacific Coast. An advance in manufacturing of 3.3 per cent was the result of increases in almost all the component groups, with the most substantial rises occurring in printing and publishing, malt liquors and motor vehicles. In transportation and communication, the upward movement of 1.7 per cent in wage rates was almost entirely accountable to a rise of rates in electric street railways. The important sub-group, steam railways, did not show any gain. The wage rates for employees of laundries, taken to represent the service industry group, rose by an average of 5.0 per cent.

The following table shows index numbers of wage rates for the six main groups of industries as of October, 1951, and April,

1952, with percentage changes between the two survey dates:—

Industry	October, 1951	April, 1952	Per Cent Increase
Logging .....	246.4	251.3	2.0
Mining .....	219.5	232.5	5.9
Manufacturing ....	257.7	266.2	3.3
Construction .....	217.2	219.0	.8
Transportation and Communication ..	215.0	218.7	1.7
Service (Laundries)	225.7	237.2	5.0
General Average...	242.1	249.4	2.9

The preliminary indexes of wage rates as of October 1, 1951, for six main industry groups shown above were published in the May issue of the LABOUR GAZETTE (p. 570). They were derived by selecting certain representative industries in each of the major groups of which they form a part and computing the change in rates in such industries since the previous year.

## Highlights of Provincial Labour Legislation in 1952

Changes in workmen's compensation legislation most important labour laws passed at 1952 sessions of provincial Legislatures; amendments made by all ten provinces: Second equal pay act in Canada is passed

Both in number and content, changes in workmen's compensation legislation were the most important labour laws passed at the 1952 sessions of the provincial Legislatures. All ten provinces amended their workmen's compensation laws.

Saskatchewan enacted an Equal Pay Act, the second such law in Canada. Two provinces made changes in their Apprenticeship Acts. New Brunswick amended its Labour Relations Act.

In the field of social legislation, those provinces which had not already done so made it possible for needy persons to receive an old age assistance pension from the age of 65 years. Ontario set a precedent by providing for monthly pensions, on the basis of a means test, to totally disabled persons between the ages of 18 and 65 years. The Alberta Legislature passed a Widows' Pension Act, making provision for assistance to needy widows from the age of 60 years.

### Workmen's Compensation

Changes were made in the workmen's compensation laws of all ten provinces. The amendments to the Alberta and British Columbia Acts implement some of the recommendations made after an extensive inquiry into the operation of the Acts, in the former case by a Special Legislative Committee and in the latter by the Sloan Royal Commission.

At the 1952 sessions, the trend towards an upward revision of the percentage rate of average earnings used as a base for payment of compensation for disability was continued. While no Legislature has acceded to the requests of labour organizations for payment on the basis of 100 per cent of earnings, four provinces this year raised the percentage rate—Quebec and British Columbia from 66½ to 70 and Prince Edward Island and Alberta from 66½ to 75. A percentage rate of 75 has been in effect in Saskatchewan since 1945 and in Ontario since 1950.

A further major change, and one which labour organizations have pressed for in recent years in view of increased wages and salaries, was an increase in the amount of annual earnings taken into account in computing compensation. Five provinces increased the wage ceiling in 1952—Alberta, Quebec and Nova Scotia from \$2,500 to \$3,000 a year; British Columbia, from \$2,500 to \$3,600; and Saskatchewan, from \$3,000 to \$4,000. The Saskatchewan maximum, to take effect from January 1, 1953, brings that province into line with Ontario, formerly the only province with a \$4,000 maximum. Only Prince Edward Island now retains a limit of \$2,500 a year.

Two provinces reduced the waiting period which must elapse before compensation is paid. Acting upon the report of the Special Legislative Committee which had made a careful study of the problem,



the Alberta Legislature provided that the former three-day waiting period and six-day qualifying period should be eliminated, and that compensation will henceforth begin from the day following the accident. In this provision, Alberta followed the example of Saskatchewan, where a one-day waiting period was introduced in 1950. In Newfoundland, the waiting period was reduced this year from six to four days. In recent years there has been a general reduction in the waiting period under the various compensation Acts and at present, except in Saskatchewan and Alberta, the waiting period varies from four to seven days.

Five provinces raised the amounts fixed in their Acts as the minimum which a worker must receive for total disability, either temporary or permanent, or both.

In addition to the above-mentioned changes in percentage rate, wage ceiling, waiting period and minimum payments, all of which will mean increased compensation to workers who are disabled by accident or industrial disease, the benefits payable to dependants in death cases were increased in seven provinces. Ontario and Manitoba broadened the coverage of their Acts.

In Alberta, the amount of the monthly pension payable to a widow remains at \$50, the amount provided for in 1948 and that payable in six other provinces. It was recognized by the Special Legislative Committee, however, that some provision should be made, in view of changed economic conditions, for assistance to those widows who were receiving the compensation for which the Act provided at the time their husbands were killed, in many cases \$35 or \$40 a month. The Committee's recommendation was adopted by the Legislature and it was provided that, from April 1, 1952, all pension payments to widows or invalid widowers receiving compensation under any preceding Workmen's Compensation Act should be raised to \$50 a month, regardless of the date of the accident, and that the additional monthly amount necessary to bring the payment to \$50 should be continued until the widow or widower became eligible for old age assistance or a pension under other federal or provincial social legislation. The Legislature further stipulated that, if in any case compensation and any such pension which a widow might receive did not together equal \$50 a month, she should then receive enough additional compensation to make a total payment of \$50.

An increase was made, too, in the allowance for dependent children of

deceased workers but, in accordance with the recommendation of the Committee, the age to which compensation is paid was reduced, since it was felt that industry should not be required to pay an allowance to a child who has left school for gainful employment. Henceforth, a dependent child will receive \$25 to the age of 16 years instead of \$15 to the age of 18 years. The Board has authority to continue the payment to the age of 18 years if a child is attending school and making satisfactory progress.

Burial allowances were increased from \$175 to \$200. For the first time provision was made for the payment of a further sum, not to exceed \$100, when the workman's body has to be taken from the place of death to the place of interment.

In British Columbia, in accordance with Chief Justice Sloan's recommendations, the benefit to a widow was raised from \$50 to \$75 a month (previously, \$60 in Saskatchewan was the highest payable in any province); the payment to a dependent child in the care of a remaining parent was increased from \$12.50 to \$20 a month; and a \$10 increase (from \$20 to \$30) was provided for each orphan child. Funeral benefits were increased by \$100—from \$150 to \$250. These benefits apply to all payments from April 1, 1952, regardless of the date when the accident or disablement occurred.

Further assistance to widows and dependent children who are receiving compensation was provided for in that the premium payable under the province's compulsory hospitalization scheme will be paid on their behalf, from July 1, 1952, by the Workmen's Compensation Board.

Increases to dependants, other than widow or children, were also provided for.

In Nova Scotia, the funeral allowance was increased from \$150 to \$200; in Prince Edward Island, the payment for an orphan child was raised from \$20 to \$25 a month.

Changes in the benefits under the Newfoundland Act included an increase in the amount paid for funeral expenses from \$125 to \$200 and in the monthly payment in respect of each child under 16 years from \$10 to \$12.

In New Brunswick, higher allowances to a widow (\$50 instead of \$40), a dependent child (\$12 instead of \$10) and a dependent orphan child (\$25 instead of \$20) were provided for.

In Saskatchewan, benefits were increased from \$20 to \$25 for each child under 16 years and from \$25 to \$30 for an orphan child. The minimum compensation payable where a workman dies as a result

of an accident was raised from \$80 to \$85 a month for a widow with one child, and from \$90 to \$100 for a widow with two or more children.

In Ontario, three new classes of workers were brought within the scope of the Act. These are learners (that is, persons not under a contract of service who are required by the employer to undergo training or perform probationary work before entering regular employment), members of municipal volunteer fire brigades, and persons who are required to assist the police in making an arrest or in preserving the peace.

The Manitoba Legislature also brought a number of new industries under the Act, including oil well drilling, farm machinery agencies, bulk oil agencies, cold storage locker plants, and the manufacture of plastic material. At the 1952 session, a Special Select Committee of the Legislature composed of 14 members, with the Minister of Labour as chairman, was appointed to make an inquiry into the Manitoba Act and its operation.

### Equal Pay

The Saskatchewan equal pay law, similar to the one enacted in Ontario last year, requires employers to pay women at the same rate as men when they are employed to do work of comparable character in the same establishment. Offences under the Act are punishable by fines not exceeding \$100.

The Act, which will come into force on proclamation, is to be administered by the Minister of Labour and the Director of the Wages and Hours Branch of his Department. When a written complaint of discrimination as regards rates of pay is submitted to the Director, an inspector of the Wages and Hours Branch will be assigned to investigate and try to settle the matter. If his efforts are unavailing, the Minister may appoint a board to make a full inquiry and to recommend the action which the board thinks should be taken. An order made by the Minister after receiving the board's recommendations must be complied with.

### Labour Relations

By an amendment to the Labour Relations Act of New Brunswick, it was provided that membership records of a trade union which are produced in a proceeding before the Labour Relations Board must be for the exclusive use of the Board and must not be disclosed except with the Board's consent. Further, unless the Board gives its consent, no person may

be compelled to disclose whether or not any person is or is not a member of a trade union or does or does not desire to be represented by a union.

To enable the Board to obtain evidence on which to act when an application for certification is contested, provision was made for the appointment by the Board of an examiner. Evidence taken by the examiner may be received and acted upon by the Board. The Board may also receive as evidence a written report of any of its officers on any matter to be determined by it.

A new provision permits the Board, with the approval of the Lieutenant-Governor in Council, to make rules determining when a person is to be deemed a member in good standing of a trade union.

### Check-off of Union Dues in Coal Mines

A voluntary revocable check-off of union dues in the coal mining industry in New Brunswick was provided for by an amendment to the Mining Act.

When proclaimed in effect, the amendment will require a coal mine operator to comply with a written request of any of his employees for a check-off of union dues. The request may be cancelled by the employee at any time by written notice to the employer. This is the first statutory provision in New Brunswick for a check-off. Six provinces have such a provision in their labour relations Acts.

### Apprenticeship

Nova Scotia passed a new Apprenticeship Act and Manitoba made some changes in its existing apprenticeship legislation. The new Nova Scotia Act is more flexible than the former statute. The Minister of Labour is empowered to specify the areas of the province in which designated trades will apply, whereas previously they were given province-wide application. Plant systems of apprenticeship may be authorized by the Minister, who may also designate associations to enter into apprenticeship agreements whether the associations are incorporated or not.

One amendment to the Manitoba Act is designed to stimulate interest in apprenticeship training in rural areas by providing for the establishment of apprenticeship "zones", each with a local apprenticeship committee composed of an equal number of representatives of employers and employees with a chairman appointed from the public service.

A further amendment authorizes the Provincial Apprenticeship Board to prescribe a special course of combined education and apprenticeship training for persons



between 16 and 21 years who wish employment in a designated trade but who lack the necessary educational qualifications.

### **Safety Laws**

Manitoba passed a law to promote safety in the installation and use of gas-burning and oil-burning equipment. This Act, when proclaimed in effect, will forbid a person to sell, install, purchase or use any device which burns oil or gas for fuel unless the design and construction have been approved. The Act further requires all persons who install such equipment to hold a licence issued by the Minister of Labour.

A number of minor changes were made in the safety legislation of some of the other provinces. The Nova Scotia Coal Mines Regulation Act, which was revised last year, was amended to ensure greater mine safety, particularly against fire.

The Ontario Legislature amended the Factory, Shop and Office Building Act to provide that no outside fire escape may extend above the third floor of any factory, shop, restaurant or office building erected after July 1, 1952. Previously, fire escapes could extend to the fifth floor but no higher.

The Nova Scotia Steam Boiler and Pressure Vessel Inspection Act was amended to bring refrigeration plants under the Act.

### **Social Legislation**

#### **Old Age Pensions**

All provinces have now passed legislation authorizing the provincial Government to participate on a 50-50 basis with the federal Government in the provision of an old age assistance pension to persons between 65 and 69 years of age in cases of need and of assistance to needy blind persons over the age of 21. Blind pensions are financed by a 75 per cent contribution by the federal Government and one of 25 per cent by the province. Five provinces enacted such legislation at special sessions held in the autumn of 1951 (see L.G., 1952, p. 277); the remainder, Alberta, Manitoba, New Brunswick, Nova Scotia and Quebec, at the 1952 sessions. The joint federal-provincial old age and blind persons assistance program, which provides for a pension of up to \$40 a month, is in addition to the universal pension paid by the federal Government to all persons over 70 years of age.

### **Widows' Pensions**

As a result of a new Act passed this year in Alberta, a widow in needy circumstances may receive a pension from the provincial Government for the five years before she might normally become eligible for old age assistance. Under the Widows' Pensions Act, a widow between the ages of 60 and 65 who is not receiving a mother's allowance or a blind person's pension may be paid a pension of up to \$40 a month provided that her income, including the pension, does not exceed \$720 a year. To be eligible, she must have resided in Alberta for three years and in Canada for 15 years.

#### **Pensions to the Disabled**

The Ontario Legislature passed an Act to provide for financial assistance to those persons in the province who are totally and permanently disabled and so unable to earn a livelihood for themselves. The Act provides for a pension, again of \$40 a month, subject to a means test, to such persons between 18 and 65 if they are not otherwise pensioned and if they have resided in Ontario for 10 years.

#### **Assistance to Unemployables**

A new Act in Prince Edward Island makes provision for granting assistance to unemployable indigent persons and their dependants. The amount of assistance and the conditions under which it will be granted are to be prescribed by the Social Welfare Board which is set up under the Act.

#### **Mothers' Allowances**

Ontario and Nova Scotia amended their mothers' allowances legislation, which provides for the payment of an allowance from provincial funds to mothers whose husbands are dead or incapacitated in order to assist them to maintain their dependent children. In Ontario, an allowance may now be paid to such mothers until their children reach the age of 18 years instead of 16, as before. The amendment to the Nova Scotia Act permits an allowance to be paid in certain circumstances to a mother who was not resident in the province at the time of her husband's death or disablement, but had been so resident before that time.

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*Some hospital statistics.*—For each 100 patients, Canadian public hospitals had 142 employees in 1950, 114 in 1945; there are 27 nurses for every 100 patients.

Canada had 15,349 hospital beds for tuberculosis patients in 1949, six per cent more than in 1948.



# Canada Prepares 1951 Report for U.N. Yearbook on Human Rights

Legislative developments in Canada in field of human rights during past year are summarized. Federal and provincial acts are described

A report summarizing legislative developments in Canada in the field of human rights has been prepared by the Department of Labour for the Yearbook on Human Rights for 1951. The text of the report, which sets out both federal and provincial legislation on the subject, is reproduced below.

The series of Human Rights Yearbooks began in 1946, in accordance with a resolution of the Economic and Social Council which requested the Secretary-General to arrange for "the compilation and publication of a yearbook on law and usage relating to human rights, the first edition of which should include all declarations and bills on human rights now in force in the various countries." The 1946 Yearbook contains the texts of all bills of rights and other constitutional provisions in effect in 73 countries on December 31, 1946, and the most important laws relating to human rights enacted during the year. This has been followed by annual volumes which record the changes in laws and usage relating to human rights throughout the world.

## THE REPORT

### Federal Legislation

#### Emergency Powers

Through the Emergency Powers Act,<sup>1</sup> Parliament gave the Governor in Council temporary authority to safeguard the economy of Canada from disruption while defence preparations are being carried out. The Act gives the Governor in Council a large measure of the special power conferred during the two world wars by the War Measures Act and partially continued in the post-war period by annual enactments, the last of which expired on April 30, 1951. However, it was not thought desirable that the wide powers conferred by the War Measures Act to interfere with the fundamental liberties of the individual should be brought into operation at this time. The powers conferred on the Governor in Council do not include power to make orders in relation to arrest, detention, exclusion or deportation, censorship or the control or suppression of publications and writings.

<sup>1</sup>Statutes of Canada, 1951, c. 5.

Besides the general power to make any order deemed necessary or advisable for "the security, defence, peace, order and welfare of Canada," the Governor in Council has authority to make orders concerning (1) control and suppression of maps, plans and photographs; (2) control of communications; (3) control of harbours and shipping; (4) transportation; (5) trading, exportation, importation, production and manufacture; and (6) collection of fees or charges established for the purposes of a scheme of control. All orders must be tabled in Parliament and may be annulled by resolution of the Senate and House of Commons.

#### Economic Rights for the Aged

The Old Age Security Act,<sup>2</sup> which became effective January 1, 1952, marks an important step in the development of social security in Canada. Two federal measures already in effect provide for the payment of family allowances to children under 16 and a contributory unemployment insurance scheme.

Under this Act, the federal Government pays a universal monthly pension of 40 dollars to every person who has attained the age of 70 years and who meets certain residence requirements. The scheme is financed from an Old Age Security Fund established by a two per cent tax on personal income and corporation income, and a two per cent sales tax.

This legislation was made possible by an amendment to the British North America Act in May, 1951, which gives the Parliament of Canada authority to make laws in relation to old age pensions. Before this amendment the constitution placed the responsibility for care of the aged entirely upon the provinces and federal participation was confined to financial assistance, which was given subject to specified conditions. Since 1927 the federal Government has aided the provinces in a program of assistance to needy persons over 70 years of age.

Under a new Old Age Assistance Act,<sup>3</sup> the federal Government may enter into an agreement with each of the provinces to share equally in financing a pension of up to 40 dollars a month to needy persons between the ages of 65 and 69.

Under blind persons legislation, needy blind persons over the age of 21 may be granted pensions of 40 dollars a month, the cost of which is shared by the federal and provincial Governments. A change in 1951<sup>4</sup> reduced the required period of residence in Canada from twenty to ten years.

<sup>2</sup>Statutes of Canada, 1951 (2nd Session), c 18.

<sup>3</sup>Statutes of Canada, 1951, c. 55.

<sup>4</sup>Statutes of Canada, 1951, c. 38.

## More Self-Government in Indian Communities

The Indian Act of 1951<sup>5</sup> is the first complete revision of the laws governing the administration of Indian affairs in Canada since 1880. The new legislation, which was drafted after exhaustive study, is designed to encourage a gradual transition of Indians, of which there are about 136,000 in Canada, from wardship to citizenship. Under the Canadian constitution, Indians and lands reserved for Indians come within federal jurisdiction, and the responsibility for administering the Indian Act is vested in a special branch of the federal Government. However, health services are provided through the federal Department of National Health and Welfare and family allowances and old age pensions are available to Indians as to other residents of Canada.

The new Act gives Indians a greater measure of responsibility, through their band councils, in their own affairs, such as management of reserve lands, the development of natural resources on Indian reserves and control of Indian trust funds. For the first time Indian women are given the right to vote in band elections. New provision is made for the education of children of Indians living off reserves in the regular school system in association with other Canadian children. Special schools may be established where facilities are not available.

As in the previous Act, provision is made for the "enfranchisement" of an Indian, a process whereby he is released from the band, obtains the funds that are due to him together with a small gratuity from the Government, and assumes all the obligations and privileges of Canadian citizenship.

## Political Development in the Northern Territories

The Northwest Territories Act and the Yukon Act, which provide for the local government of the vast, sparsely settled northern areas of Canada not yet organized as provinces, were amended<sup>6</sup> to give these territories a greater measure of self-government. The government in each Territory is composed of a Commissioner appointed by the federal Government and a Territorial Council. The number of members on each Council was increased. The elected Yukon Council will consist of five instead of three members, and in the Northwest Territories, the elective principle was introduced for the first time, three of the eight members now being elected. Formerly, all members of this Council were appointed by the federal Government.

## Federal Aid to Universities

The Royal Commission on National Development in the Arts, Letters and Sciences, in the course of its inquiry in 1950, received reports from numerous universities and gave consideration to the difficulties they encounter in the upkeep and development of their institutions. Because of the wide contribution of the universities to culture in Canada, the Commission recommended that the federal Government provide sufficient

funds to help universities continue their essential role in the development of the arts, letters and sciences.

Provision was made by Parliament<sup>7</sup> to give effect to these recommendations by voting the sum of \$7,100,000 to be distributed to the universities of all the provinces. The allocations are to be made after consultation between the federal and provincial Governments and the universities concerned.

The total grant is based on an amount of 50 cents per person of the nation's population and the grant to each university will be based on the number of its full-time intramural students in proportion to the total number of such students in the provinces.

## Provincial Legislation

### Anti-Discrimination Measures

The Fair Employment Practices Act<sup>8</sup> which was passed by the Ontario Legislature in 1951 states in its preamble that the measure is in accord with the Universal Declaration of Human Rights. This Act, the first of its type to be passed in Canada, forbids discrimination in respect to employment or trade union membership and sets up a Fair Employment Practices Branch in the Department of Labour to deal with charges of discrimination, first by conciliation procedure, and if that fails, by prosecution.

The Act forbids an employer to refuse to employ, to discharge or to discriminate against any person because of race, creed, colour, nationality, ancestry or place of origin. Trade unions are forbidden to exclude, expel or suspend any person from membership, or to discriminate against any member or person, for any of these reasons.

A second important anti-discrimination measure was enacted in Ontario in 1951, the Female Employees Fair Remuneration Act,<sup>9</sup> under which women are entitled to pay equal to that of men if they do the same work in the same establishment. The machinery established for dealing with charges of discrimination is the same as that established under the Fair Employment Practices Act.

### Labour Legislation

In the field of labour legislation, which in the main comes within provincial jurisdiction, a number of enactments added to the body of legislation which seeks to ensure economic rights to workers. A new Workmen's Compensation Act<sup>10</sup> came into effect in Newfoundland; and five other provinces increased the benefits under their Acts. All Canadian provinces now have workmen's compensation laws providing for collective liability on the part of employers under a state insurance scheme.

<sup>7</sup>Statutes of Canada, 1951, c. 65 and P.C. 123, January 9, 1952.

<sup>8</sup>Statutes of Ontario, 1951, c. 24.

<sup>9</sup>Statutes of Ontario, 1951, c. 26.

<sup>10</sup>Statutes of Newfoundland, 1950, No. 25, as amended by 1951, No. 2.

<sup>5</sup>Statutes of Canada, 1951, c. 29.

<sup>6</sup>Statutes of Canada, 1951, c. 21 and c. 23.



The school leaving age was raised to 15 in Newfoundland<sup>11</sup> and a new measure extending the scope of control of employment of children was passed in Nova Scotia.<sup>12</sup> Laws for the safety of workers in mines and factories were improved in several provinces and some progress was made in the establishment of higher standards concerning limitation of hours of work, annual paid holidays, and minimum wages.

### Right of Women to Serve on Juries

For some years women have been eligible for jury service in Alberta, British Columbia and Nova Scotia, and by legislation enacted in 1951,<sup>13</sup> women will now be allowed to serve on juries in Ontario. Provision is made, however, that a woman called for jury duty may, at her request, be exempted from jury service for a period of one year.

<sup>11</sup>Statutes of Newfoundland, 1951, No. 27.

<sup>12</sup>Statutes of Nova Scotia, 1951, c. 15.

<sup>13</sup>Statutes of Ontario, 1951, c. 41.

### Free Legal Aid

Some form of free legal aid for needy persons, or for other persons unable to afford standard legal fees, is available in every province of Canada; but in most cases these services are available only in certain cities. An attempt to establish a province-wide scheme of legal aid was made in Ontario in 1951, by the passing of an Act<sup>14</sup> to amend the Law Society Act, permitting the Law Society of Upper Canada to establish "The Ontario Legal Aid Plan". Panels of lawyers prepared to give their services are established and the expenses are met from a special fund created by the Law Society. Where costs are awarded by the court to a person assisted under the plan, they are paid into the fund. Under this plan, free legal aid is available for both civil and criminal cases. Before the end of 1951 clinics at which applications may be made for free legal aid had been established in a large number of cities and towns.

<sup>14</sup>Statutes of Ontario, 1951, c. 45.

## Fatal Industrial Accidents in Canada\* During the First Quarter of 1952

Industrial fatalities during first quarter of 1952 numbered 311, a decrease of 77 from the 388 recorded during fourth quarter of 1951

There were 311<sup>1</sup> industrial fatalities in Canada in the first quarter of 1952, according to the latest reports received by the Department of Labour. This marks a decrease of 77 fatalities from the previous quarter, in which 388 were recorded.

\*See Tables H-1 and H-2 at end of book.

<sup>1</sup>The number of industrial fatalities which occurred during the first quarter of 1952 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners, and certain

### New Cause Classification

As in previous quarterly articles, Table H-1 contains information as to the number of industrial fatalities classified by main classes of industries and causes. Note that the present table contains a classification of causes not formerly used in these articles. This new classification has been drawn up in consultation with the various provincial Workmen's Compensation Boards and will be used in the preparation of statistics to be derived from the federal-provincial accident statistics program, which will deal with non-fatal as well as fatal accidents.

other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial fatalities may be omitted from the Department's records because of lack of information given in press reports.



As used in the present article, the new classification contains only the major groups of causes. A copy of the complete new cause classification, showing the sub-classifications, may be obtained by applying to the Director, Economics and Research Branch, Department of Labour.

### Analysis of Accidents

During the quarter under review, seven accidents occurred which resulted in the deaths of three or more persons in each case. On January 10, three loggers were drowned near Thurlow Island, B.C., when the boat in which they were transporting supplies back to camp overturned and sank. In the worst mining disaster since 1941, nineteen coal miners lost their lives in a gas explosion January 14 at the McGregor mine, Stellarton, N.S. A head-on collision between two freight trains at Abenakis, Que., cost the lives of two engineers, a fireman and brakeman. On January 30, three railway employees were killed in a collision of two freight trains at Argosy, N.B. The engine of one train ploughed into the caboose of the other, which had stopped to take on water. Three men working on a construction project at Froomfield, Ont., were burned to death January 31, when a small heating unit used to prevent fresh mortar from freezing tipped over and sent flames roaring up the partially completed tower in which they were working. On February 5, at Carman, Man., three steel workers were killed when trapped in a falling radio tower. The men had ascended the tower to repair damage done when an airplane struck the tower the previous day. Four employees of a construction firm were burned to death at Seven Islands, P.Q., on March 29, when the bunkhouse in which they were staying caught fire. The accident occurred when one of the men tried to start a fire in the bunkhouse stove with gasoline.

**By Industry.**—Grouped by industries, the largest number of fatalities, 60, was recorded in the mining industry. Of these, 29 were in coal mining and 26 in metalliferous mining. In the previous three months 51 fatalities were listed in this industry, including 25 in metalliferous mining and 15 in coal mining.

Of the 59 industrial deaths recorded in the transportation industry during the quarter under review, 37 occurred in steam railway transportation and 15 in local and highway transportation. During the preceding three months 64 fatal accidents were

reported in transportation, including 29 in steam railways, 13 in the local and highway group and 7 in water transportation.

In the manufacturing industries during the first quarter, 51 accidental deaths were reported, of which 21 were in the iron and steel industry, 11 in wood products and 8 in the paper products group. In the previous three-month period, 75 fatalities were recorded in manufacturing, including 21 in the wood products group, 18 in iron and steel and 11 in the transportation equipment industry.

Industrial deaths in the logging industry numbered 49, a decrease of 12 from the 61 recorded in the fourth quarter of 1951.

In the construction industry, fatal accidents during the first quarter showed a considerable decline, with 42 recorded as compared with 78 in the last three months of 1951.

There were 18 fatalities in the service industry group during the first quarter of 1952, as compared with 34 in the preceding three months. In the first quarter of 1951, 34 deaths were recorded.

In agriculture there were 15 accidental deaths in the first quarter of 1952 as compared with 40 and 33 during the third and fourth quarters of 1951 respectively.

**By Cause.**—An analysis of the causes of the 311 fatalities which occurred during the quarter shows that almost one-third of the victims had been "struck by tools, machinery, moving vehicles and other objects." Within the group, the largest numbers of deaths were caused by falling trees and limbs (21) and objects falling or flying in mines and quarries (14). "Collisions, derailments, wrecks, etc.", were responsible for 51 deaths, or about one-sixth of the total during the period. These included 21 fatalities involving automobiles and trucks and 15 were the result of railroad accidents. "Conflagrations, temperature extremes and explosions" caused the deaths of 43 persons; included in this figure are 19 deaths resulting from a mine explosion and 16 resulting from conflagrations. In the classification "falls and slips" 38 of the 42 fatalities reported were caused by falls to different levels.

The largest number of fatalities was recorded in Ontario, where there were 105. In Quebec there were 80 and in British Columbia, 48.

During the quarter under review there were 130 fatalities in January, 117 in February and 64 in March.

# Canadian Manufacturers' Association Studies Collective Bargaining Trends

Pension plans, employee group insurance, welfare and benefit schemes tying wages to the cost of living, and arbitration were among major issues considered by a panel on employer-employee relations at the 81st annual meeting of the Association in Toronto at the end of May

Industrialists from all parts of Canada attended the 81st annual meeting of the Canadian Manufacturers' Association in Toronto on May 28-30.

Annual meetings of this group are conducted on the panel system. Conferences, held concurrently, were devoted to the study of industrial relations, economic trends, defence production, transportation, industrial design, education, fire prevention and other related subjects.

Only the discussions on industrial relations are fully reported here.

## The Minister of Labour

Hon. Milton F. Gregg, Federal Minister of Labour, delivered the opening address at the conference on employer-employee relations. R. F. Hinton of the Shell Oil Company of Canada Limited was conference chairman, assisted by J. R. Belton of Gutta Percha & Rubber, Limited, vice-chairman.

Mr. Gregg spoke on what he termed "some of our more urgent labour problems" and the part employers can play in solving them. He made special mention of seasonal unemployment and the need for research and study in an attempt to find a solution, employment of older persons, the desirability of pension plans being transferable, and communications in industry.

Speaking first on Canada's employment situation, the Minister noted that during the past year employment had fallen by 20,000 in the clothing and textile industries, by 4,000 in the automobile industry and by 2,000 in the cooking and heating appliance industry. Jobs, however, had been increasing in other fields, he said. Employment in base metal mining had expanded by 4,000; in secondary steel by 3,500; in aircraft by 10,000; in shipbuilding by 7,000; and in base metal mining and smelting by 2,000. Seasonal lay-offs had been the most important cause of increased unemployment in recent months. Increased work in these seasonal industries, however,

is rapidly getting underway, he said, and prospects generally look good for the remainder of the year.

## Seasonal Unemployment

Referring to seasonal unemployment, the Minister said he felt that "we have become too complacent about this matter, that we have come to accept seasonal unemployment as a feature of the Canadian economy which is either not really very serious or about which little, if anything, can be done. If this is so, I think it is time that we seriously try to assess the effects of this problem."

Seasonal unemployment he declared, is a waste of our manpower resources for which we are paying dearly, noting that of the \$400 million paid out in benefits since the beginning of the unemployment insurance plan in 1941, close to 50 per cent has been paid to seasonally unemployed workers.

"This is a heavy expense," Mr. Gregg said, "and does not include the large amounts spent by private and public agencies in direct relief. Neither does it measure the loss of production resulting from this unused manpower, nor the distress suffered by the workers affected and their dependents. There are also business costs involved, which could be avoided through a greater degree of employment stability."

While he did not think seasonal unemployment can be entirely eliminated, the Minister believed that "we can and must work toward moderating its impact." This may sometimes mean breaking with traditional practices, he observed. Possibilities which, he suggested, might be explored included special advertising and other devices designed to push sales during the slack season; new uses for some products to make them year-round sellers; and a diversified market for certain products through the seeking of orders in different regions or from different industries.

## THE PRESIDENT SPEAKS

If Canada is not to accept the role of "a hewer of wood and drawer of water, we should, to the extent that is practical and economical, process our raw materials," Hugh Crombie, President of the Canadian Manufacturers' Association, said at the organization's 81st annual meeting. "If the processing is done in Canada," he pointed out, "the added value accrues to Canadians.

"According to the latest available figures," he continued, "more than half of our farm products are exported as raw materials and more than half of our forest products are exported either as raw materials or in a partly-manufactured state."

Development of our resources and the processing of more of them in Canada,

the CMA President declared, will require capital. "It may be flattering to have other countries ready to lend us money, and we are glad to have it, but it would be much more satisfactory if we were using our own money."

Mr. Crombie also called for the building up of Canada through large-scale immigration and "thus provide a larger domestic market for the products of our farms, forests, factories and mines" and more people to develop and utilize our natural resources.

"Human resources," he said, "are equally as important as natural resources; natural resources have no real meaning unless developed by and for the people."

Such remedies, Mr. Gregg said, will call for special effort and imagination on the part of employers, in co-operation with organized labour, and in some cases re-education of the buying public. "The Government may also be able to help," he added. "Some research has been done by my Department but this, I feel, might be broadened to enlist the help of university and research facilities to find out a great deal more than we now know about the characteristics of seasonal unemployment in Canada and the practical steps needed to deal with it."

A solution of this problem depends fundamentally upon action taken by industry, Mr. Gregg concluded. "If I have at all impressed you with its seriousness—its social, economic and business costs—then I am confident that a start has been made towards its reduction. The ingenuity and initiative of Canada's industry can measure up to a challenge such as this, difficult as it may be."

### Older Workers

The Minister made a plea for employment of the older worker. "There is need for a greater recognition of the seriousness of this problem and of the fact that it is to the advantage of all to do something about it." Perhaps older workers are not as adaptable as younger persons, he said. There are, however, many jobs for which they are ideally fitted. Numerous studies have confirmed that they miss fewer days' work, have better work habits, are more reliable, and that their job performance is

good. Moreover, their employment does not adversely affect workmen's compensation costs.

Jobs might be reviewed, Mr. Gregg suggested, and classified according to physical requirements, and also on the bases of need for reliability, low absenteeism, loyalty or other characteristics commonly found among older workers. "It is only good business to hire the best man for the job, whether that man is handicapped, in the upper age group or otherwise. I am suggesting that in many cases the best man for the job is an older person."

The Minister said that as far as government employees are concerned he has expressed his opinion before the Civil Service Commission on several occasions.

In any reference to the employment of older workers, the subjects of pension plans can scarcely be avoided, the Minister said. "The basic need is for some arrangement whereby workers can carry their vested pension rights with them when they move." Because of the lack of any provision allowing a worker to transfer his full pension credits should he change employers, a pension plan will often tie a worker to a firm even though it may be in the best interests of all concerned that he move elsewhere. This reacts particularly to the disadvantage of older workers. Many firms do not like to hire workers who are relatively close to retirement age as it may mean additional cost to the firm when he retires, or else retiring him on a very low pension.



Referring to the practice of setting a definite age for retirement, Mr. Gregg remarked that many workers on reaching the retirement age are still capable of valuable contributions. He suggested that, wherever possible, a flexible policy in the matter of retiring older workers be followed.

"There are few more unkind acts than that of forcing retirement on a physically and mentally active employee, who must then adjust himself to a life of inactivity on a low income," Mr. Gregg said.

### Communication in Industry

What had particularly impressed him in the many different approaches to the subject of industrial relations, Mr. Gregg said, was "the apparent underlying agreement that effective labour-management relations really depend on an understanding of the other fellow's point of view. This may strike you as a rather obvious remark; but I don't think that its implications are at all as well understood as they might be. This business of understanding implies a two-fold effort—the effort needed if one's point of view is going to be presented most effectively, and the effort required to fully appreciate the basis for a particular attitude or for certain decisions. This, to my way of thinking, is one of the fundamental questions of industrial relations. It is essentially one of 'communication' between the employer and the employee."

In many ways, the Minister added, the whole structure of modern industry tends to set management and labour apart. "There is a continuing job to be done, by both management and labour, to get across their own points of view on matters of mutual concern and to find out why the other party thinks and acts as it does."

The Minister referred to the important contribution of Labour-Management Production Committees to the efficient and amicable operation of a business. His Department, he said, has assisted and encouraged industry to set up these committees. Today their number exceeds 800.

### Reserve Armed Forces

Mr. Gregg concluded his address with a reference to Canada's Reserve Armed Forces. "The build-up of our Reserve Armed Forces is an important phase of our overall program of preparedness, he said. "I need not stress the point that our ability to meet any military emergency of the future depends to a considerable extent on the size and efficiency of the Reserve Units.

"Since Korea, there has been a substantial increase in the number of men in

the Reserve Forces. They now number roughly 57,000, and it is the hope of the Government that they shall grow in both numbers and efficiency throughout the remaining years of the defence program.

"Now the point I wish to make is this. You are employers. It is within your power to adopt personnel policies which will facilitate the development of the Reserve Forces by encouraging men to join and participate fully in the necessary courses of training. I am thinking particularly of summer camp training and of the way in which an employer's policy towards leave of absence and pay for the period of such training can influence a man's willingness to take part.

"Having said that much, I think I can leave the rest up to you. I know that you will consider the question and do what you can to help."

### Pension and Welfare Plans

"Because of the introduction of welfare plans into the Canadian scene," the chairman announced, "and because it requires many to explore along new paths," the association felt it appropriate that the conference should give some consideration to welfare plans at present in operation.

T. H. Robinson, of Canadian International Paper Co., Montreal, spoke on trends in pension plans and J. S. Forsyth, Director, Pension Fund Plans, Department of National Revenue, explained the administration of the Income Tax Act in relation to tax relief on contributions to employee pension funds.

The field of group insurance—life; temporary disability benefits connected with sickness and non-occupational accidents; and hospital, medical and surgical benefits—was covered by E. R. Complin, of Canadian Industries, Limited, Montreal, who has made a special study of the subject.

"More companies sponsor or support group life insurance plans for employees than any other welfare benefit," Mr. Complin stated. He then explained the operation of such plans.

"Most plans are contributory," he said, "the premium cost being paid about equally by employer and employee, with the former bearing the administration expenses. Coverage is usually a round sum ranging from the equivalent of one year's earnings to one-and-a-half times annual earnings, with, however, a movement in the direction of twice the annual earnings. The general maximum coverage is \$10,000 but a few plans go as high as \$20,000.

A 75-per cent enrolment of eligible employees is usually required, with compulsory membership for employees hired after the effective date of the plan."

Other features are included in some of the plans, such as payment in the event of total disability before the age of 60, and continuation of coverage for pensioners.

Financing arrangements usually contemplate a dividend accrual based on experience. It has been the custom for the employer to use this as a credit against his next year's payment but it is becoming the practice in negotiated plans to share the dividend credit with employees on a *pro rata* basis.

Many pension plans, the speaker pointed out, contain life insurance features or benefits in varying forms. In order to appreciate the full value of a company's provisions for life insurance, the life insurance values in a pension plan should be studied in conjunction with the group life insurance plan.

#### **Non-Occupational Accident and Sickness Benefits**

For non-occupational accident and sickness benefits, contributory plans are also in the majority, Mr. Complin reported. Traditionally, it has been handled on a joint contributory basis with the employee paying the major portion; but more recently the division of cost has moved towards the employer paying more than half. "Indeed," he said, "35 per cent of 162 representative plans indicate that the companies pay the whole shot. Unions are trying to convince some employers that the whole cost should be borne by the company. Non-contributory plans, though in the minority, are by no means rare and it is in this group that the employer-funded programs prevail."

Benefit, the speaker noted, is usually a weekly amount equivalent to a percentage of normal weekly earnings, ranging from about \$20 to full wages, with 40 to 60 per cent of earnings predominating. A waiting period of one week is customarily required before payment is made, with payment continued for a further 13 weeks. "The new look introduces payment for as long as 26 weeks and waives the waiting period when disability is due to an accident or the employee is confined to hospital," said Mr. Complin.

#### **Hospital, Surgical and Medical Benefits**

Hospitals, surgical and medical benefits are provided through two main channels:

an insured plan, and outside agencies such as medical and hospital plans, Mr. Complin said.

Insured plans are usually operated on a joint contributory basis, the employee's amount depending upon whether he is taking surgical and medical benefits in addition to the basic hospital benefit, and whether he is covering only himself or the other eligible members of his family. The employer's amount depends not only on the remainder of the premium to be paid but also on the nature of the payments. he has agreed to share.

Whether a plan is insured or otherwise, there is a growing tendency for employers to meet a portion of the cost for employees' families, particularly in the insured plans, Mr. Complin reported, and, where this is so, the employer bears almost half of the entire cost. There is also a trend in the direction of the whole cost being met by the employer in the case of employees only: coverage of dependents is taken care of by the employee through additional contributions.

"The future appears to hold increased costs for somebody," the speaker said. "The amount of the daily hospital benefit is rising constantly because of increasing hospital charges. . . . As the cost of service rises, rates under the plans will rise, and either employees will meet the increases calmly or will call upon their employers for more assistance."

#### **Catastrophe Insurance**

A new insurance development, of more interest to management and executive personnel than the general employee body, Mr. Complin reported, is catastrophe insurance, which is becoming available on both a group and an individual basis and can include the family. "The principle is the same as in automobile collision insurance. You insure for the amount above which you would not be prepared readily to pay. One policy I have seen provides for a waiver on the first \$500 worth of hospital and medical bills. The maximum amount the insurance company will pay would be 75 per cent of the bills in excess of \$500 up to \$5,000, including charges for special nurses. That means that if the bills were \$4,000 the insurance company would pay \$2,625. The insurer would pay \$1,375 but if his first \$500 were taken care of separately by one of the standard group plans his total out-of-pocket expense would be restricted to \$875."



## Collective Bargaining

Trends in collective bargaining in connection with welfare and benefit schemes were discussed by William G. Caples, President, Inland Steel Container Company, Chicago, Ill., and H. J. Clawson, Crane Limited, Montreal.

Mr. Caples stressed the importance of sound financing when instituting a welfare scheme. A wrong decision, he said, may jeopardise the survival of a company.

He referred to the growing demand by unions for some kind of vesting. "Unions," he said, "are trying to get a fund where the pension plan is not only soundly financed, but whereby the employee can get some benefit from that fund if he should leave, and thereby cut down on the freezing and rigidity of labour."

Mr. Clawson predicted renewed demands for pensions. "Unions," he said, "will continue to demand more as far as both pensions and insurance benefits are concerned." The four main areas in which bargaining will be intensified he indicated as: (1) demands for a funded plan to be instituted by companies not having a pension plan; (2) increased benefits, particularly in minimum pensions; (3) greater flexibility in retirement age; and (4) union's insistence on joint administration of fund.

Speaking on the trend of collective bargaining on pensions, Mr. Clawson said in part: "the trend will take a slightly different course in Canada and will develop in a slightly different pattern. Demands for bargaining will surely increase; but it will be on specific individual issues, rather than on a pattern basis. In other words, even though direct bargaining on pensions may increase, individual Canadian employers may be able to maintain more control over the provisions of such plans to meet their own special conditions, rather than to be forced by union, public and governmental pressure to adopt a uniform package formula. . . .

"Furthermore, there is much to be said for the view that an employer who intends to install a pension plan for the first time, not only should not resist direct bargaining on pensions but should in fact *insist* on it. The cost of funding past service in a new plan is too substantial to confer on employees gratuitously, in a collective bargaining situation. Such an employer might well use the cost of pensions as a bargaining item, to be set off against other benefits or wage increases which the union

is demanding—in other words, 'you can have a wage increase or a pension plan—but not both'. . . .

"Employers in Canada will have to be alert against the inevitable attempt on the part of unions to foist some standard United States formula of \$125 per month or \$150 per month on them. Pensions in Canada must be related not only to the lower wage level here but to the lower scale of government old age security payments. Actuaries can give guidance to employers but an educational program will be necessary to inform employees and the public of these facts."

Referring to the demand for continuance of group life insurance after retirement, Mr. Clawson sounded a note of caution to employers to exercise care in guarding against group life costs from becoming excessive.

A new trend in the field of welfare and benefit schemes, Mr. Clawson said, is the guaranteed annual wage. "Unions opened the campaign on this idea several years ago and it was, of course, one of the issues in the recent steel dispute. It has now apparently been shelved, but the Wage Stabilization Board recommended that the parties continue to study the matter during the term of the next contract. . . . It behooves us as management to study the matter so that we can cope with it intelligently when the issue is presented to us."

## Compulsory Arbitration

Interest in the subject of compulsory arbitration as a result of the last railway strike and the recent transportation strike in Toronto has prompted the Industrial Relations committee to give it considerable thought, the chairman announced.

Prof. J. C. Cameron, of Queen's University, Kingston, Ont., described by the chairman as "an authority," then spoke on "Compulsory Arbitration of Industrial Disputes." Prof. Cameron, the chairman pointed out, has acted as chairman of a number of conciliation boards and as arbitrator in a number of labour disputes.

"Recent disturbances in Canada," Prof. Cameron observed, "have given rise to a spate of demands for compulsory arbitration of labour disputes. In other words, it is now being suggested that strikes be outlawed and that compulsory arbitration be employed to prevent industrial strife."

It must be admitted, Dr. Cameron said, that a stoppage in a public utility may eventually become a challenge to the power of the state to maintain public services and to maintain law and order and that a



strike involving even a handful of people in a small industrial enterprise can have widespread repercussions and inconvenience thousands of people not directly involved in the dispute. In these circumstances, it would appear that there is a good case for compulsory arbitration, he said. However, before accepting compulsory arbitration as a cure-all, it would be wise to ask what the arbitration procedure is meant to replace and if an arbitration procedure would be more effective in promoting industrial peace than existing machinery.

Parties engaged in collective bargaining who are unable to reach a settlement, and such occasions are bound to occur, Prof. Cameron pointed out, have recourse to conciliation, which is "very different" from arbitration.

Conciliation officers and conciliation boards endeavour to break the deadlock by persuading the parties to compromise; it is not their duty to determine the rights and wrongs of the case and to enforce a settlement.

Under the arbitration process, a final decision is made unilaterally and imposed upon the disputants. "Compulsory arbitration would," he declared, "deny the democratic aims of collective bargaining. Nevertheless, if some control is not exercised over the right to bargain collectively, it is certain that the community will often be inconvenienced by disputes arising from the breaching of existing agreements. To prevent such a situation from occurring, and to assert the interest of society in industrial peace, the law prohibits strikes and lockouts for the duration of an agreement."

With the best will in the world, however, Prof. Cameron observed, differences are bound to arise from time to time regarding interpretation, application, administration or alleged violation, and the law provides in such cases that the matters in dispute be submitted to arbitration for final and binding settlement.

"There is a world of difference between forcing certain terms and conditions of employment on an employer and his employees and forcing a settlement on them when they disagree about the interpretation of an agreement they have previously worked out themselves. The former is a dangerous encroachment on fundamental, democratic freedom. The latter is a necessary step in the democratic process."

Compulsory arbitration, if applied even on a limited scale, he pointed out, would

obligate the government to assure those workers deprived of the right to strike as good treatment as those who retained the use of the strike weapon. Outlawing strikes in a limited segment of the economy is only one stop from saying that "since any strike is bound to hurt some part of the public, therefore all deadlocks must be resolved by compulsory arbitration."

Replacement of collective bargaining by compulsory arbitration would have far-reaching effects on the trade union involved, Prof. Cameron continued. Government would immediately assume the wage-regulation role of the union. "A death blow would be struck at the very existence of that body. Employees would have little interest in an organization which could not press their demands to the limit. Unions might continue to exist but they would be powerless in the face of stubborn employers who preferred compulsory arbitration to collective bargaining. Moreover, if a union refused to accept an arbitration decision, the state would be faced with a challenge to its sovereignty. To meet such a situation, the present legal immunities granted to organized labour would have to be removed."

Compulsory arbitration, if it were the rule, could be as damaging to the employer as to the union, he declared. A situation, he pointed out, could emerge in which an employer who could not afford to pay the increased costs of an arbitration award would either be forced out of business or break the law and be punished. "It is hard to see any alternative to this impasse unless the state were prepared to subsidize the operations of the unfortunate employers."

One of the assumptions of the advocates of compulsory arbitration, he continued, is that the process would enable a ruling to be made by an impartial authority. Assuming that this is possible, the problem immediately arises of finding a yardstick whereby to measure decisions.

While the arbitration process is undoubtedly of great use as a means of settling disputes arising out of existing agreements, Prof. Cameron doubted its efficacy in resolving deadlocks in negotiations prior to the making of an agreement, even in specific instances. "One is therefore forced to question the validity of ever using compulsory arbitration to settle industrial disputes."

In a situation where a strike is a public utility or important section of private industry assumes such importance as to

amount to a challenge to the civil power, while causing considerable damage to the community, "normal methods cannot be allowed to operate," Prof. Cameron said, "and compulsory arbitration as a temporary expedient in a specific instance must be used as a last resort. The device is essential to prevent chaos." There are, however, he noted, two safety valves which can be relied upon to ensure that its use is not abused. "Neither management nor unions want a settlement forced upon them by a third party and will consequently endeavour to avoid situations where they must submit to compulsory arbitration. Likewise, the body which decides when compulsory arbitration shall be applied is Parliament and Parliament in turn is responsible to the electors.

"Consequently," Prof. Cameron said in summing up, "it would appear that there is little ground for the use of compulsory arbitration as anything other than an emergency device. In such circumstances, its use can be strictly controlled by Parliament; but the public must not expect anticipatory action by the legislature. Generally speaking, strikes will have to be allowed to occur before compulsory arbitration is applied. It is hard to see any other way of preventing that device from undermining the structure of free, collective bargaining and the free enterprise system. . .

"Finally, I suggest that the time is at hand when legislators might well re-examine the legal immunities of trade unions in the light of the latter's greatly increased power and pretensions. Unions have legal protection against unfair action by employers but the public has no recourse against irresponsible action by unions. It should not be beyond the wit of man to devise legislation which will maintain free collective bargaining, protect labour against discrimination, and at the same time ensure that both management and unions act responsibly within the community. Then, the need for compulsory arbitration will be far less than it is today."

The final session of the conference, at which the impact of the cost of living on wages was discussed, was addressed by L. E. Rowebottom, Chief of the Prices Section of the Dominion Bureau of Statistics, who described the new consumer price index.\*

Stuart Armour, Economic Adviser to the President of The Steel Co. of Canada, Limited, Hamilton, Ont., and W. F.

\*For information concerning the new index. see L.G., April, 1952, p. 489.

Lougheed, Canadian Bank of Commerce, Toronto, spoke on "Tying Wages to the Cost of Living".

## Presidential Address

In his annual address to the members, President Hugh Crombie, after referring to the progress which has taken place since the turn of the century, said, "we still have our problems." He discussed inflation, productivity, strikes and picketing, tariff, taxation, immigration, and other problems confronting industry today.

## Strikes and Picketing

In his reference to strikes and picketing the president observed that there appears to be considerable uncertainty in the public mind as to what constitutes legal picketing during a strike.

"In view of a number of recent flagrant examples of illegal mass picketing in connection with strikes, the Association again made representations recently to provincial authorities pointing out that unless steps were taken to enforce the law against mass picketing, there was danger that both the strikes and the public would get the idea that strikers were within their rights in besetting the struck premises and preventing the entry not merely of factory workers but of office and even maintenance staff. There was urgent need, it was submitted, to impress on strikers and the public that the only kind of picketing that was permissible under the Criminal Code was attending at the struck premises for the purpose of obtaining or communicating information.

"It was further argued that if firmness and resolution were shown at the outset of strikes, illegal picketing could in most cases be 'nipped in the bud'. To this end, we urged that provincial authorities, in impressing on municipal authorities the need to take prompt and firm action, should undertake to reimburse them for any expense incurred in engaging additional police who might be required. It was submitted that provincial funds could not be better spent than in impressing on strikers and the public that the authorities were determined to see that the law with respect to picketing was enforced."

## General Manager's Report

Canadian manufacturers are contributing simultaneously to three national programs, production for defence, production for civilian needs, and the maintenance as far as possible of export trade. J. T. Stirrett, General Manager, said in his report. These programs, involving men, materials and money, have to be kept in reasonable

balance; the resultant problems and difficulties have increased the responsibilities of the members of the committees of the Association, he said. They have dealt with a great variety of subjects during the year, the principal ones among them being: defence contracts and distribution of scarce materials; imports and exports—controls and restrictions; taxation; freight rates; national building code; revision of fire insurance law; immigration; education; and civil defence.

Membership in the association has continued to grow, Mr. Stirrett reported. A net gain of 112 brought the membership to 6,748 at the end of the year.

## Officers for 1952-53

G. K. Sheils, Executive Vice-President, N. M. Davis Corporation Limited, Toronto, was elected president of the association for the year 1952-53, to succeed the retiring president, Hugh Crombie.

Other officers elected were: first vice-president, G. W. Lawrence, President, Sangamo Co., Limited, Toronto; second vice-president, J. A. Galder, director and secretary, Imperial Tobacco Co. of Canada, Limited; and honorary treasurer, J. C. MacFarlane, vice-president, Canadian General Electric Co., Limited, Toronto.

# Quebec Federation of Labour Holds 15th Annual Convention

**Delegates demand decertification of company-controlled unions and ask increase in maximum average earnings under Workmen's Compensation Act**

The Quebec Provincial Federation of Labour (TLC), which during the past year has undertaken an intensive organization drive as well as a vigorous campaign to weed out undesirable and subversive elements, held its 15th annual Convention at Hull, Que., June 13-15.

Nearly 300 delegates, representing 102 local unions and five Trades and Labour Councils, and speaking for some 130,000 members, attended. Consideration was given to nearly 80 resolutions, dealing with social as well as labour questions.

Roger Provost, President of the Federation, and Percy R. Bengough, President of the Trades and Labour Congress of Canada, sounded the key-note of the convention when, at the outset, they protested against company unions and against those subversive elements which are trying to edge their way into labour organizations.

Stressing the fact that trade unions are doing all they can to get rid of the undesirable elements in their midst, Mr. Provost asked the employers to do likewise; he dwelt on the threat presented by company unions.

Mr. Bengough, in addition to drawing attention to the menace of undesirable elements which are undermining the labour movement from within, emphasized the

need for preserving those democratic and parliamentary institutions which are at the basis of any free state and which assure the labour movement of its right to collective bargaining.

## Resolutions

An imposing number of resolutions, dealing with such widely varied subjects as industrial accidents and zoning, provincial laws, intolerance and taxes, was considered during the three days of the convention.

Among other resolutions, the delegates adopted one calling for the formation of a political education committee consisting of five members. It was made quite clear, however, that the purpose of this committee would not be to affiliate the labour movement with any political party but rather to facilitate the education of the workers in political matters.

The Federation also asked the Labour Relations Board of the province of Quebec to decertify all company controlled unions in the province and to recognize only *bona fide* labour organizations. The delegates also suggested that the maximum average earnings under the Workmen's Compensation Act be increased from \$3,000 to \$4,000



and that the rate of compensation for total disability be raised to 100 per cent. It is now 70 per cent.

The meeting also approved a resolution asking that the arbitration period for a collective agreement be reduced from 90 days to 30 days and that the 14-day period following arbitration be reduced to seven days. In the field of unemployment insurance, the delegates requested that the weekly payments be increased to \$25 for unmarried persons and to \$35 for married workers.

### New Council

A mark of the considerable expansion of the Federation in the province of Quebec was the presentation of the charter to the Trades and Labour Council of Western Quebec. Claude Jodoin, Vice-President of the TLC, accompanied by Gordon G. Cushing, General Secretary-Treasurer, presented the charter to Pat O'Farrell, President of the New Council.

The Western Quebec Council has more than 5,000 members, distributed among 12 locals.

### Election of Officers

Roger Provost, recently appointed Director of the United Textile Workers in Quebec Province, was re-elected President of the Quebec Provincial Federation of Labour by acclamation.

Other officers elected for 1952-1953 were: Secretary-Treasurer, Adrien Villeneuve; Vice-Presidents, Edouard Larose and R. M. Bennett, Montreal; Harry Bell, Quebec; Roger D. LaBrie, Three Rivers; Tom Laflamme, Granby; Marcel Charbonneau, St. Jérôme, and Rémi Laniel, Valleyfield.

Among the speakers heard during the 15th Convention of the Federation were: the Hon. Alexandre Taché, Member for Hull and Speaker of the Quebec Legislative Assembly; His Honour Mayor Henri Gauthier of Hull; Percy R. Bengough, President of the TLC; Gordon G. Cushing, General Secretary-Treasurer of the TLC; Claude Jodoin, Vice-President of the TLC; Marcel Francq, member of the Quebec Labour Relations Board; Jean Miquelon, legal adviser to the Federation; and Roger Provost, President.

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## Manitoba Announces New Minimum Wage Schedule

The minimum wage rate for adult male workers in Manitoba has been raised from 50 to 60 cents an hour, it was recently announced by Hon. C. E. Greenlay, Minister of Labour for the province. The increase is effective July 28.

The Order in Council establishing the new minimum rate also made changes in salary scales for females and boys.

Other principal features of the new schedule are:—

1. A minimum wage of 48 cents per hour for boys under 18 years. (The previous minimum was 40 cents.)

2. A minimum of 55 cents per hour in urban areas and 52 cents per hour in rural districts for women 18 years and over. (Previously there was a weekly minimum rate of \$19.50 for females in urban areas and \$18.50 in rural districts, irrespective of age.)

3. A minimum of 48 cents in urban areas and 45 cents in rural districts for girls under 18 years.

Overtime is payable at one-and-a-half times the foregoing rates after 44 hours in a week for females and after 48 hours for males. Overtime is also payable after eight hours in a day for females.

The Act now sets out seven general holidays for which employers must pay

working employees one-and-a-half times the worker's regular rate. As a result of this clause, statutory holiday provisions have been removed from minimum wage regulation.

Special provisions to protect women and young workers are included in the new regulations. Women whose work ends between midnight and 6:00 a.m. must be provided with transportation home. As before, female workers are entitled to a 10-minute rest period in each work period lasting three hours or more.

No woman, girl or boy shall be allowed to lift articles of such weight as to impose excessive physical strain; they must not carry loads weighing more than 25 pounds.

Continuing the provision of training periods, the regulations maintain the six months' maximum for training at probationary rates. However, an employer and a union representing his employees may apply for an extension of the training period where workers are paid on a piece-work basis.

Before probationary rates are paid, permits must be obtained. Separate pay-rolls of trainees must be maintained. In no event may the proportion of trainees exceed 25 per cent of the female operating employees.

# International Labour Organization

## Plan Now to Prevent Unemployment When Arms Needs Slacken--Morse

ILO Director-General in annual report calls on governments to take seven measures to prevent future economic crisis, advises countries to avoid inflation and overshadowing of socially-urgent objectives

Member nations of the International Labour Organization have been warned to begin making plans to prevent unemployment when present rearmament orders start to slacken off.

Director-General David A. Morse in his annual report recalled that he had predicted sharp price increases a year ago but said that in many countries prices have risen even more rapidly than during the war and immediate post-war periods. He said:—

"In many countries today, the economic situation is dominated by the fact that they are trying to do more than their resources will permit. Rearmament, economic development and the maintenance and raising of living standards are competing for scarce supplies of labour, materials and equipment.

"The result, too often, is harmful price rises and a tendency for these different objectives to get in each other's way."

At the same time there has been "a fairly widespread recession in consumers' demand," resulting in unemployment in consumers' goods industries at a time when there was an acute labour shortage in heavy industries. He said the following "energetic measures" were needed to change the picture:—

1. Increased mobility of labour.
2. Pressing on with economic development plans.
3. Maintaining adequate levels of effective demand.
4. Temporary or permanent migration where needed.
5. Increased productivity.
6. Placing of orders in countries with unemployed resources.
7. Provision of materials, capital equipment and technical assistance to underemployed countries.

"Finally, countries should seek to adjust their total demands for rearmament, economic development and improved living standards so as to avoid both inflation and the overshadowing of socially urgent objectives by others which are less urgent," Mr. Morse continued.

"It is not too early to urge that serious and responsible thought be devoted over the next two years to ensuring that when expenditure on rearmament is reduced, the result will be, not a cruel return of mass unemployment, but an expansion of economic development and a raising of living standards."

Mr. Morse said that it is only too possible that nations, preoccupied with external threats to their security, may neglect the need to maintain social progress. Actually, "it is just when resources have to be diverted to meet other demands that it is most important that what is available for consumption should be fairly distributed.

"If we sit back and wait till the pressure on resources slackens we shall never break the vicious circle where poor social conditions give rise to unrest, and unrest makes it difficult to improve social conditions.

"Depression, war and the international struggle for the souls and minds of men have finally made people realize that nations are closely interdependent and, above all, that underdeveloped countries must be helped to improve their lot."

Mr. Morse said that the ILO had greatly expanded its technical assistance work, which acted as a catalyst to national effort.

"It is in the pursuit of this task that the Organization today has manpower field offices in Asia, in Latin America and in the Near and Middle East; that it is setting up a field office for co-operation in Asia; that at the time of writing it has 60 experts of ten nationalities in some 24 countries, working on a wide range of subjects within the responsibility of the ILO; that it has

17 Fellows at present being trained in four different countries; that it has recently held seminars in social security, in labour statistics and labour inspection in Istanbul, Lima, New Delhi and Calcutta; and that it is promoting the establishment of a Joint Field Mission on Indigenous Populations in the Andean Highlands."

Highlighting some of the achievements and the difficulties of ILO technical assistance, he said:—

"In the final analysis it is upon the will and determination of governments and peoples that the effectiveness of technical assistance must depend."

Mr. Morse said the swing of international trade in favour of the underdeveloped

countries as a result of high raw material prices was likely to continue for some time to come. "After the first months of 1951 raw material prices dropped while the prices of manufactured goods continued to rise," he said. "Terms of trade remain, however, much more favourable to primary producing countries than they were in the first part of 1950.

"There are reasons for thinking that this state of affairs may well persist, for it is clear that the world's capacity for industrial production has increased and is increasing faster than its production of foodstuffs and raw materials."

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## **Government, Industry Train Workers in U.K.**

Apprenticeship, which traditionally has met the needs of industry for skilled workers, is being supplemented and expanded in the United Kingdom in order to meet the demands of a changing economy for an increased number of technical skills and crafts. Both the Government and industry are engaged in programs designed to provide more trained workers.

Within industry itself, the iron and steel establishments are conducting training schemes which are designed to prepare the unskilled and semi-skilled worker for fully-skilled employment. The Iron and Steel Federation began the program in 1948 for young operatives, craft and technical apprentices, foremen and managers. Under this program more than £750,000 has been spent annually and nearly 300 training officers are employed.

In order to facilitate the extension of training, a central recruitment and training council was established, with area committees being set up in the major production centres of the country. In this way a program of systematic training was developed to ensure a supply of skilled labour. At the same time young workers were shown the advantages of being trained for specific skilled occupations in place of picking up the elements of their craft in a haphazard manner.

Under the direction of the Government, training centres, rehabilitation units and specialized factories have been developed to train, rehabilitate and re-employ workers. The Government schemes are

more concerned with the instruction of disabled workers who can be trained for skilled employment, with the training of discharged servicemen and with the rehabilitation of workers who have been unemployed for long periods.

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## **Productivity in U.K. Shows Steady Gains**

Productivity in the United Kingdom has risen steadily throughout the post-war years. Recent estimates show that between 1946 and 1950 real product per head in the economy as a whole has increased at the rate of 2.9 per cent per year. In 1946, it was already about five per cent higher than in 1938.

In industry alone, even greater progress has been made. Industrial output per head in 1946 was about three per cent below the 1935-38 average but by 1951 it exceeded this pre-war level by about 20 per cent. Between 1946 and 1951, industrial output increased by 44 per cent, while employment rose by only about 17 per cent. In productivity, the annual rate of increase between 1946 and 1950 was around five per cent, but in 1951 it fell to one per cent.

An estimate of changes in output per head in the different industrial groups shows that metal industries are well above the pre-war level. In the textile group, cotton and rayon weaving and wool textiles are above it but cotton doubling is below. In building materials, the cement industry is well above the pre-war level; the brick industry just exceeds it. Tobacco, paper, gas and electricity also show substantial increases. In coal-mining, output per head is still below the pre-war level but output per manshift is above it.



## Teamwork in Industry

The Board of Directors of McKellar General Hospital in Fort William have found that the LMPC there has been a significant factor in improving the care of patients in the five years it has been operating. Reporting to the Board of Directors, the committee chairman said, "out of the discussions of this committee have come suggestions regarding the operation of the hospital which have had a definite bearing on patient care."

Among the LMPC recommendations approved by the Board have been: the installation of stainless steel sinks in ward kitchens; additional space for the dietitian's office; improvements to the fire alarm systems; provision for storing medical records; and an improved laundry service.

Other recommendations have led to improved working conditions for the staff. In this category are included a pension plan, medical insurance, an improved method of paying salaries, and alterations to staff rest rooms.

All hospital departments are represented on the committee, which is authorized by two Hospital By-Laws. Local 268, Building Service Employees' International Union (AFL-TLC), is bargaining agent for employees at the hospital.

\* \* \*

In an address delivered at the 5th Conference of the American Member States of the ILO in Rio de Janeiro, Brazil, A. E. Hemming, Canadian Workers' Delegate, spoke of the progress made in Canada in the field of labour-management co-operation.

Mr. Hemming, who is Executive Secretary of the Trades and Labour Congress of Canada, and a member of the Advisory Committee of the Labour-Management Co-operation Service, described the work done by the Service in promoting labour-management co-operation in Canada.

He said: "I must at this time pay tribute to the Canadian Government for the leadership they have given in helping to set up more than 800 labour-management committees throughout the length and breadth of Canada. These committees do not interfere with the trade unions, nor do they deal with any matters which rightly come under the provisions of a collective labour agreement. They do, however, lead to greater co-operation between labour and management in the plant, dealing with such problems as simplification of production methods, wastage of materials, accident hazards, fire protection and the general welfare of those whom they represent."

The LMPC at Parmenter & Bulloch Ltd. in Gananoque, Ont., is responsible for reviewing all suggestions submitted under the company's suggestion plan. By this scheme, every suggestion submitted is read and initialled by each member of the committee, then sent to the Standards Department for evaluation. Final disposition is made at the next meeting following the report of this department.

During 1951 a total of 140 employee suggestions and projects submitted as a result of the Supervisory Group Conference was reviewed. Of this total, 67 (48%) were accepted and cash awards of \$420 paid out.

Local 3222, United Steelworkers of America (CIO-CCL), is the bargaining agent at Parmenter & Bulloch.

\* \* \*

"A closer appreciation of the effects of co-ordination and co-operation between management and the co-worker" is attributed by the management to the LMPC at Wonder Bakeries in Toronto. Management representatives also feel that the committee is "cementing and developing the virtue of goodwill and confidence between employer and co-worker . . ."

This LMPC has several achievements to its credit. One of its most successful efforts has been to foster a considerable improvement in plant housekeeping and safety. Through the work of the Safety and Good Housekeeping sub-committee, a system of regular weekly plant inspections has helped to increase housekeeping efficiency and improve safety measures. The committee has created a character known as "Dumbo", a white elephant, to be the symbol of a lost-time accident. Whenever "Dumbo" appears in a department it means there has been an accident. The employees have become very safety conscious because no one wants "Dumbo" around.

Labour representatives on the Wonder Bakeries' LMPC are also enthusiastic over the work of the committee. The participating union is Local 461, Bakery and Confectionery Workers' Union (CIO-CCL).

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued six certificates designating bargaining agents and rejected three applications for certification. During the month, the Board received 18 applications for certification. One application for certification, which was withdrawn in April, is also reported below.

### Applications for Certification Granted

1. National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers below the rank of chief engineer employed aboard vessels operated by Northwest Steamships Limited, Toronto (L.G., June, 1952, p. 753).

2. Machinists, Fitters and Helpers, Local No. 3, on behalf of a unit of machinists and fitters employed by Canadian Pacific Railway Company (B.C. Coast Steamship Service) (L.G., June, 1952, p. 753).

3. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1163, on behalf of a unit of painters employed by Canadian Pacific Railway Company (B.C. Coast Steamship Service) (L.G., June, 1952, p. 753).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of freight checkers, freight truckers and coopers employed by the Canadian National Railways on the waterfront at Saint John, N.B. (L.G., June, 1952, p. 754).

5. International Association of Machinists, on behalf of a unit of maintenance employees of Canadian Pacific Air Lines (Repairs) Limited, Calgary (L.G., June, 1952, p. 754).

6. Canadian Wire Services Local 213, American Newspaper Guild, on behalf of a unit of editorial employees employed by the Canadian Broadcasting Corporation in its National and International News Service (L.G., May, 1952, p. 589).

### Applications for Certification Rejected

1. International Brotherhood of Electrical Workers, Local Union 230, applicant, and Canadian Pacific Railway Company (B.C. Coast Steamship Service), respondent (L.G.,

June, 1952, p. 753). The application was rejected for the reason that it did not have the support of a majority of the employees classified as electricians.

2. International Chemical Workers' Union (AFL-TLC), applicant, and Polymer Corporation Limited (Co-Polymer Area), Sarnia, Ontario, respondent (L.G., May, 1952, p. 589). The application which affected some 234 employees of the company, was rejected for the reason that the unit of employees affected was not considered by the Board to be appropriate for collective bargaining.

3. National Association of Broadcast Engineers and Technicians, applicant, and the Canadian Broadcasting Corporation, respondent (L.G., April, 1952, p. 438). The application was rejected for the reason that it did not have the support of a majority of the employees in the unit considered by the Board to be appropriate for collective bargaining.

### Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, applicant, on behalf of unlicensed personnel employed on vessels operated by the British Columbia Steamship Company Limited, Vancouver (Investigating Officer: G. R. Currie).

2. Seafarers' International Union of North America, Canadian District, applicant, on behalf of unlicensed personnel employed aboard the m/v "Dinamac" operated by Messrs. R. McLeese and Angus McKee, Vancouver (Investigating Officer: G. R. Currie).

3. International Brotherhood of Electrical Workers, on behalf of a unit of electrical workers employed by Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 989, on behalf of a unit of bus drivers, truck drivers and garage mechanics employed by Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

5. United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada, Local No. 560, on behalf of a unit of plumbers, steamfitters, sheet metal workers, and welders employed by Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

6. Atomic Research Workers Union, No. 24291, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

7. International Union of Operating Engineers, Local 920, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

8. International Association of Machinists, Chalk River NRC Lodge No. 1522, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

9. United Brotherhood of Carpenters and Joiners of America, Local 2466, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River Project, Chalk River, Ont. (Investigating Officer: H. Perkins).

10. Canadian Communications Association, Marine Department, Local No. 4, on behalf of radio officers employed aboard vessels operated by Union Steamships Limited, Vancouver (Investigating Officer: D. S. Tysoe).

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## Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



11. United Packinghouse Workers of America, Local 511, on behalf of a unit of employees of Maple Leaf Milling Co. Limited, Medicine Hat, Alta. (Investigating Officer: D. S. Tysoe).

12. United Packinghouse Workers of America, Local 511, on behalf of a unit of employees of The Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta. (Investigating Officer: D. S. Tysoe).

13. United Packinghouse Workers of America, Local 510, on behalf of a unit of employees of Lake of the Woods Milling Company Limited, Medicine Hat, Alta. (Investigating Officer: D. S. Tysoe).

14. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. R. Currie).

15. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, United Grain Elevator Workers Local Union No. 333, on behalf of a unit of elevator employees of Midland Pacific Terminal Limited, Vancouver (Investigating Officer: G. R. Currie).

16. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of the Canadian National Railways employed in the offices of the General Freight Claim Agent and District Freight Claim Agent, Montreal (Investigating Officer: C. E. Poirier).

17. Brotherhood of Maintenance of Way Employees, on behalf of a unit of employees of the Canadian National Railways employed in the unloading of ore at Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

18. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed aboard the m/v "Abegweit", operated by the Canadian National Railways on its Cape Tormentine, N.B.-Port Borden, PEI., Ferry Service (Investigating Officer: H. R. Pettigrove).

### Application for Certification Withdrawn

International Chemical Workers' Union, applicant, and Polymer Corporation Limited, Sarnia, respondent (L.G., May, 1952, p. 589). The Board allowed the withdrawal of the application, which affected some 1,350 employees of the Corporation, on the request of the applicant.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During May, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. British Columbia Telephone Company Limited and the Federation of Telephone Workers of British Columbia (Conciliation Officer: G. R. Currie).

2. McCabe Grain Company Limited (Seed Cleaning Plant, St. Boniface, Man.) and Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

3. National Harbours Board and Canadian Brotherhood of Railway Employees and Other Transport Workers, affecting employees of the Board at Halifax, N.S. (Conciliation Officer: John R. Kinley).

4. National Harbours Board and National Harbours Board Employees' Association, affecting employees of the Board at Prescott, Ont. (Conciliation Officer: H. Perkins).

5. Grand Trunk Pacific Development Company Limited, Prince Rupert, B.C., and Marine Workers and Boilermakers Industrial Union of Canada, Local No. 2 (Conciliation Officer: G. R. Currie).

6. Railway Association of Canada and Brotherhood of Maintenance of Way Employees, affecting extra gang labourers (Conciliation Officer: H. R. Pettigrove).

### Settlements Effected by Conciliation Officers

During May Conciliation Officers reported settlements in the following disputes:—

1. Shipping Federation of Canada, Inc., and International Longshoremen's Association, affecting longshoremen employed in the port of Montreal (L.G., June, 1952, p. 755).

2. British Columbia Packers Limited, Vancouver, and United Fishermen and Allied Workers' Union (L.G., June, 1952, p. 755).

3. Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America (L.G., June, 1952, p. 755).

### **Conciliation Boards Appointed**

During May, the Minister established Boards of Conciliation and Investigation to deal with matters in dispute between the following parties:—

1. Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen, affecting conductors, baggagemen, trainmen, yardmen, and switchtenders, Prairie and Pacific Regions; similar classifications of employees on the Eastern Region; and yardmasters on all lines (L.G., June, 1952, p. 755). The Board had not been fully constituted at the end of the month.

2. Canadian National Railways and Brotherhood of Railroad Trainmen, affecting yardmasters and assistant yardmasters on all lines in Canada except former Government Railways south of St. Lawrence River; conductors, baggagemen, brakemen and yardmen, Atlantic and Central Regions; baggagemen, flagmen and brakemen, Western Region; yardmen, Western Region; freight handlers handling LCL freight on passenger trains. The Board had not been fully constituted at the end of the month.

3. Railway Association of Canada and the Brotherhood of Maintenance of Way Employees, affecting extra gang labourers (see above). The Board had not been fully constituted at the end of the month.

4. Colonial Coach Lines Limited, Montreal, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, 1952, p. 590). The Board had not been fully constituted at the end of the month.

### **Conciliation Board Fully Constituted**

The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Lakehead Terminal Elevator Association, representing elevator companies at Fort William and Port Arthur, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, 1952, p. 756) was fully constituted in May with the appointment of His Honour Judge A. H. Dowler, Port Arthur, as Chairman. Judge Dowler was appointed by the Minister in the absence of a joint recommendation from the other two members, Frank Evans, Q.C., Winnipeg, and Ernest Ingles, London, Ont., who had previously been appointed on the nominations of the Association and the Brotherhood respectively.

### **Conciliation Board Reports Received**

During May the Minister received reports from the Boards of Conciliation and Investigation which dealt with matters in dispute between the following parties:—

1. Eldorado Mining and Refining (1944) Limited, Port Hope, Ont., and Local 13173, District 50, United Mine Workers of America (L.G., May, 1952, p. 591). The text of the Board's report is reproduced below.

2. Five elevator companies located in Vancouver, including the Alberta Wheat Pool, Pacific Elevators Limited, Searle Grain Company Limited, United Grain Growers Limited, and Kerr Gifford and Company, Inc., and Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., 1952, p. 756). The text of the Board's report is reproduced below.

## **Report of Board in Dispute between**

**Eldorado Mining and Refining (1944) Limited  
and**

**Local 13173, District 50, United Mine Workers of America**

To:  
The Hon. MILTON FOWLER GREGG, V.C.,  
Minister of Labour.

HON. SIR:

As Chairman of the Conciliation Board I beg to report as follows:—

Meetings of the Board were duly convened at the City of Toronto and representations on behalf of both employer and employees have been fully heard and considered.

There has heretofore been in effect a written collective bargaining agreement

On May 17, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Local 13173, District 50, United Mine Workers of America, and Eldorado Mining and Refining (1944) Limited, Port Hope, Ontario (L.G., May, 1952, p. 591).

The Board was composed of His Honour Judge W. F. Schwenger, Hamilton, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, J. P. Pratt, Q.C., and Herbert Orliffe, both of Toronto, who were previously appointed on the nominations of the company and union, respectively.

The text of the Board's report is reproduced herewith.

between the parties, which expired on the 31st January 1952. The parties have been unable to agree on a renewal of this agreement and after negotiations between them and subsequently with the assistance of your conciliation officer, were still apart on six items, these being as follows:

1. Wages
2. Off-shift Differential Premiums
3. Increase for Hazard Pay
4. Rates for Maintenance Employees
5. Probationary Period of Employment
6. Union Security.

I deal with these matters in the above order.

#### *Wages*

The parties were unable to agree on wages, the representatives of the bargaining agent maintaining that there should be an increase of twenty cents (20¢) an hour. Representations were made with regard to the rates of pay in other industries and to the increased cost-of-living index since the last agreement. Your Board has considered all representations made and as a result, I am pleased to report that I would recommend that the wages paid to employees should be increased ten cents (10¢) an hour. In arriving at this recommendation, I have not overlooked the fact that the employer has voluntarily established an increase of ten cents (10¢) an hour during the term of the expired agreement, possibly in recognition of the fact that the cost-of-living index is increased. The increase indicated is in addition to the above voluntary increase.

#### *Off-shift Differential Premiums*

On behalf of the employees it was submitted that there should be an increase in the present off-shift differential premium pay. After hearing all representations I am of the opinion and would report that present circumstances would indicate that the rate of off-shift differential premium as heretofore in force would appear to be fair and I do not recommend any change.

#### *Hazard Pay*

It was argued on behalf of certain of the employees who were engaged in laboratory work that the nature of their employment was such that there was considerable hazard. It would appear however, that there are no facts from which a conclusion of undue hazard in the employment of these technicians can be drawn. There is nothing in the situation with regard to workmen's compensation which would so indicate, nor is there any record of any of the employees having suffered from their work as the result of any unusual inherent danger therein. I would therefore recommend that there be established no hazard premium.

#### *Rates for Maintenance Employees*

It would appear that with the increase of ten cents (10¢) an hour recommended under the above heading of *Wages*, that those employees coming within this item would be paid a rate comparable with that paid in comparable industries. I would point out that comparison should be made with other industries and not with building trades where working conditions are different and the security of employment more hazardous. A comparison with other industries causes me to recommend that there be no extra increase for the maintenance group.

#### *Probationary Period*

Under the agreement heretofore in effect, a probationary period was agreed to and established of three months (see clause 14 of the expired agreement) and a slightly reduced rate of pay is stipulated for this period. The employees request that the probationary period be entirely abolished, and on behalf of the employer it was pointed out that the very nature of the industry required a close check of all new employees. On behalf of the employer it was also insisted that the three month probationary period remain and as a matter of compromise, the rate of wages during this period be not differentiated. I would recommend that the parties adopt this basis as a settlement of this point.



## *Union Security*

Up to the present time there has been in existence between the company and its employees, a system of voluntary check-off and there is nothing advanced to indicate that there is any particular dissatisfaction in its operation. There are four employees only, who are not members of the union, out of a total employment of approximately 147 persons. The employer is quite agreeable to maintaining the present system of voluntary check-off, but is opposed to a closed shop because of the circumstances peculiar to these four employees. I would recommend that the parties agree to an extension of the application of the existing voluntary check-off system.

I would recommend that the increase of ten cents an hour for wages recommended above, should be retroactive to the 1st February, 1952, in view of the fact that the intervening time has been consumed by conciliation.

The abolition of the probationary differential should be adopted as of the date of this report, and I think it is desirable, and I would so recommend, that the parties agree to adopt the terms of the new agreement incorporating the above recommendations for a period of one year from its execution.

I wish to conclude my report by referring to the true spirit of collective bargaining shown by all persons appearing before the Board. All arguments were presented without suggestion of any feeling other than that of sincerity of purpose and a sincere desire to find an understanding for mutual agreement.

All of which is humbly reported this 12th day of May, A.D. 1952.

(Sgd.) W. F. SCHWENGER,  
*Chairman.*

I concur this 15th day of May, 1952.

(Sgd.) HERBERT ORLIFFE,  
*Member.*

(Sgd.) J. P. PRATT,  
*Member.*

## Report of Board in Dispute between

Alberta Wheat Pool, Pacific Elevators Ltd., Searle Grain Co. Ltd.,  
United Grain Growers Ltd., Kerr Gifford & Co., Inc.

and

Local 333, International Union of United Brewery, Flour, Cereal,  
Soft Drink and Distillery Workers of America

In the matter of the Industrial Relations and Disputes Investigation Act and of a dispute between:

Alberta Wheat Pool, Pacific Elevators Ltd., Searle Grain Co. Ltd., United Grain Growers Ltd., and Kerr Gifford & Co., Inc.

and

Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America.

To:

The Hon. the Minister of Labour,  
Ottawa, Canada.

We, Sherwood Lett, Chairman, T. E. H. Ellis and James Bury, Members, all of the City of Vancouver, Province of British Columbia, appointed as a Board of Conciliation and Investigation herein to endeavour to effect an agreement between the parties hereto on the matters upon which they have not agreed, duly appointed by the Minister of Labour by instruments,

On May 5, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and Alberta Wheat Pool, Pacific Elevators Ltd., Searle Grain Co. Ltd., United Grain Growers Ltd., and Kerr Gifford & Co., Inc., all of Vancouver (L.G., April, 1952, p. 439).

The Board was composed of Sherwood Lett, Q.C., of Vancouver, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, T. E. H. Ellis and James Bury, both of Vancouver, who were previously appointed on the nominations of the companies and Union, respectively.

The text of the Board's report is reproduced herewith.

dated the 27th day of February, 1952 and the 29th day of March, 1952, beg to report herewith the results of our findings and recommendations as follows:—

1. The Board held six meetings between the 3rd day of April, 1952 and the 30th day of April, 1952.

2. Hearings were conducted with representatives of all the parties present or represented by Counsel, and a number of meetings of the Board have been held subsequent to the said Hearings.

3. On the 9th day of April, 1952, the parties agreed to an extension of time until the 30th day of April, 1952.

### RECOMMENDATIONS

(The numbering below follows the numbers of the list of "Outstanding Issues" attached to the letter from G. R. Currie, Conciliation Officer, to the Director of Industrial Relations, dated the 22nd day of February, 1952.)

1. *Job Classification and Standardization of Wages.*

See Majority Report below and Minority Report attached.

2. *40 Hour Week.*

See Majority Report below and Minority Report attached.

3. *Pension Scheme, Group Life Accident Medical and Health Plan—50-50 Contributory Basis.*

The Board is not prepared to approve of the Social Security provisions suggested by the Bargaining Agent in Article IX of the proposed Agreement (Exhibit No. 2) but recommends that those Companies which have no pension scheme in existence at this time should study the possibility of inaugurating a pension plan for employees on a contributory basis.

4. *10 cent Differential for Night Work.*

The Board recommends that employees working on second and third shifts shall receive a premium of 5 cents per hour.

5. *Across the Board Increase.*

See Majority Report below and Minority Report attached.

6. *Escalator Clause.*

That the Agreement include an Escalator Clause to provide that in addition to the basic rates specified in the Agreement a cost-of-living bonus shall be paid to all employees based on One Cent (1c.) per hour for each one point three (1.3) rise in the Dominion Bureau of Statistics cost-of-living index after the first day of February, 1952. Such addition to be reviewed and revised upward and downward according to the nearest even point of the index every three months, provided that any downward revision shall not go below the basic rates.

7. *Statutory Holidays.*

The Board recommends that the Agreement provide for six Statutory Holidays with pay for all employees, and that the six Statutory Holidays shall be New Year's Day, Good Friday, Labour Day, Christmas Day, Dominion Day and Thanksgiving Day. Employees to be paid for the aforementioned Statutory Holidays at the regular rates, and for all work performed on the said Statutory Holidays double time shall be paid except to relief watchmen.

8. *Sundays.*

The Board recommends that for all work performed on Sundays, time and a half shall be paid, except to relief watchmen.

9. *Vacations with Pay.*

The Board recommends that the Agreement provide for vacations with pay as follows:—

After one year's employment—2 weeks.

After fifteen years' employment—3 weeks.

10. *Rotation of Shifts.*

The Board is not prepared to make any recommendation on this point and is not prepared to approve of the job rotation provision in Article IV Section 9 of the proposed Agreement (Exhibit No. 2).

11. *Time Limit on Replacing Monthly Men.*

See Majority Report below and Minority Report attached.

12. *Probationary Period.*

The Board recommends that for the first thirty (30) days of employment all hourly rated employees (other than watchmen) shall receive ten cents per hour less than the wage scale provided in their respective classification.

13. *Pay-days.*

The matter of pay-days was agreed upon by the parties.

14. *Rotation Scheme of Vacations.*

The parties agreed to leave this matter out of the Agreement upon the understanding that it would be worked out by the employers and employees in each plant.

15. *Supper Money or Pay for Waiting Time when required to work Overtime.*

The parties agreed to leave this matter to be worked out by the employers and employees in each plant.

16. *Premium Pay for Shovellers, Loaders and Door Openers.*

The Board recommends that the premium pay of ten cents per hour for shovellers, loaders and door openers be not included, but see Minority Report attached.

17. *Union Security.*

See Majority Report below and Minority Report attached.

18. *Retroactivity.*

See Majority Report below and Minority Report attached.

EXHIBITS

Attached to the original of this Report are the Exhibits filed by the representatives as follows:—

Exhibit No. 1—

Copy of Agreement, dated the first day of December, 1950, between Alberta Wheat Pool and The United Grain Elevator Workers Union Local 333—International Union of United Brewery, Flour, Cereal, Soft Drinks and Distillery Workers of America, filed by the Union.

Exhibit No. 2—

Multigraphed copy of form of agreement proposed by the Union, to which is attached five appendices being the classifications and wage rates proposed for each of the Grain Companies, filed by the Union.

Exhibit No. 3—

The Union's submission to the Conciliation Board, filed by the Union (E. C. Sims).

Exhibit No. 4—

Brief presented by the employers, filed by the employers (R. H. Tupper, Esq., Q.C. and Craig Munro, Esq.).

Exhibit No. 5—

Copy of Agreement, dated first of January, 1952, between Buckerfield's Limited and United Packinghouse Workers of America, CIO-CCL, Local 445, filed by the employers (R. H. Tupper, Esq., Q.C.).

(Sgd.) SHERWOOD LETT,  
Chairman.

(Sgd.) T. E. H. ELLIS.

(Sgd.) J. BURY.

REPORT OF MAJORITY

A majority of the Board, namely, the Chairman and T. E. H. Ellis, recommend as follows:—

1. *Job Classification and Standardization of Wages.*

That the job classifications for the respective companies as set forth in the appendices (marked Appendix A) to the proposed Agreement (Exhibit No. 2) be referred back to the parties for further consideration and that in the event of the respective parties being unable to agree upon appropriate classifications applicable to the operating conditions of the individual employer parties, then that the matter be referred to the Board for further consideration.

2. *40 Hour Week.*

That the standard work week shall continue to consist of 44 hours and not 40 hours as requested by the Bargaining Agent.

5. *Across the Board Increase.*

That an increase be made in the wages of the hourly rated employees (except watchmen) for a 44 hour week, to establish a base rate of \$1.45 per hour and that a corresponding percentage increase be given to monthly employees and watchmen.

17. *Union Security.*

That in all Agreements other than the Agreement with the Alberta Wheat Pool, provision be made that every employee who is now or hereafter becomes a member of the Union, shall maintain his membership in the Union as a condition of his employment; and that in the case of the Alberta Wheat Pool the Agreement contain the same clause (Article II, Section 1, Exhibit No. 1) as contained in its existing Agreement.

18. *Retroactivity.*

That the new Collective Agreements to be arrived at shall be retroactive to the 15th day of February, 1952, except as to the provisions of the Escalator Clause which shall be as set forth in Item No. 6 above.

11. *Time Limit on Replacing Monthly Men.*

The majority of the Board, namely, the Chairman and T. E. H. Ellis, is not prepared to recommend that monthly men should be replaced within thirty (30) days as requested by the Bargaining Agent.

Dated at Vancouver, British Columbia, this 30th day of April, 1952.

All of which is respectfully submitted.

(Sgd.) SHERWOOD LETT,  
Chairman.

(Sgd.) T. E. H. ELLIS.

MINORITY REPORT OF JAMES BURY

To: the Hon. the Minister of Labour,  
Ottawa, Canada.

RECOMMENDATIONS

1. *Job Classification and Standardization of Wages*

There was no evidence submitted to the Board at the Hearings that the classifications as outlined in the Appendices (marked Appendix "A") to the proposed Agreement, Exhibit No. 2, were in disagreement between the Company and the Union. The principle of classifications has been established in the Alberta Wheat Pool Agreement, and there was no suggestion that such classifications were a hardship for the company. To me, classifications are in the interests of all concerned. Monthly salaries for a certain number of men, which are now in effect, should be maintained. This also ties in with Recom-



mentation No. 11 (Time Limit on Replacing Monthly Men). I feel very strongly on this point and recommend that if a job classification is vacated, then within 30 days such classification be filled, with a rate comparable to that of the former holder of the job. Without this principle firmly established the company can change during the life of the Agreement the wage rates for the employees concerned, causing endless friction and room for grievances. I am quite prepared to recommend that standardization of rates for classifications, to give some degree of uniformity between these plants, be worked out during the life of the Agreement, and that if disagreement develops, then the matter be referred to the present Board for further consideration.

#### 2. *Forty Hour Week*

In my opinion there was not sufficient evidence produced before the Board to substantiate the claim of my colleagues on the Board that a 40 Hour Week is impracticable. The 40 Hour Week has become standard in Canada, established on a national basis in a very difficult industry, railroading. I feel the suggestion of the union of a 40 Hour Week not confined to a strict Monday to Friday principle is a fair and reasonable offer, and will not create the hardship envisaged in the minds of the other two members of the Board. British Columbia is a province where the 40 Hour Week has been established for the last five years amongst organized workers, and to a large extent among the unorganized as well. It is a step backward, in my opinion, for this Board to recommend anything less than the 40 Hour Week.

#### 3. *Wages*

The majority recommendation of the Board in this connection is 15 cents an hour increase, based on the 44 Hour Week. The first proposal is to reduce the hours from 44 to 40, and then develop a wage increase that will be acceptable to the employees. The union have asked for a \$1.73 an hour basic. I feel that at least \$1.60 an hour for a 40 Hour Week should be given. The present take-home pay of these employees is \$57.20 per week for 44 Hours. The suggestion that I make would only make the take-home pay of these employees up to \$64 a week, not an undue increase in my opinion. I also recommend that a corresponding percentage increase be given to the monthly paid employees and to the watchmen. I also feel that some consideration in the form of dust premium be given to those employees who are engaged as shovellers, loaders, and door-openers.

#### 4. *Escalator Clause*

I agree with the principle of an escalator clause as agreed to by the other two members of the Board, but feel that it should be based on 1 cent rise for each 1 point rise in the Cost of Living.

#### 5. *Union Security*

The present form of union security in the Alberta Wheat Pool Agreement is "That every employee who is now, or hereafter becomes, a member of the union, shall maintain his membership in the union as a condition of employment, and every new employee whose employment commences hereafter shall within 30 days after commencement of employment apply for and maintain membership in the union as a condition of his employment, provided that the union shall not without good cause refuse membership to any applicant for employment." During the discussion with representatives of the company and the union, there was no suggestion that this form of union security created a hardship with the Alberta Wheat Pool. I therefore recommend this type of union security be incorporated in Agreements covering all companies involved. There was some years ago some logic to the argument that new contracts have a lesser form of union security than suggested, but in British Columbia at the present time this maintenance of membership with a 30 day trial period is quite common in union contracts.

#### 6. *Retroactivity*

On the question of retro-active pay, I recommend that pay increases to the employees involved be made retroactive to the 1st of December, 1951. The Brief submitted by the employer representative (page 3) established the principle of retro-active pay for the Agreement signed last year. I feel that this practice should be continued.

In conclusion, I would like to state that a Master Agreement in this industry for British Columbia is a good thing for all concerned, and a very forward step in Collective Bargaining.

There are some conditions of work and privileges that the companies have granted to their employees, not specifically mentioned but coming under the terms of this Agreement. I suggest in the interests of harmony and good-will that these conditions be continued.

With the exceptions outlined above, I agree on the other clauses with the other two members of the Board.

Respectfully submitted.

(Sgd.) JAMES BURY,  
Board Member.

# Canadian Railway Board of Adjustment No. 1

## Releases Decisions in Four Recent Cases

Decisions in four cases heard by the Canadian Railway Board of Adjustment No. 1 at Montreal on March 11 have been released. One dispute concerned the method of performing track patrol duties; one, the assignment of crews to mixed trains; one, the application of rules; and one, a crew's claim for an extra day.

The four cases are summarized below.

**Case No. 612.**—*Dispute between the Railway Association and the Brotherhood of Maintenance of Way Employees concerning the method of performing track patrol duties.*

The joint statement of facts pointed out that with the inauguration of the five-day, forty-hour week, the railways relieved section foremen and long track patrol foremen of the work of patrolling track except as specifically instructed.

The employees contended that beginning June 1, 1951, the railways discontinued the practice of regularly assigning maintenance of way employees, who were covered by a wage agreement, to perform track patrol duties. The wage agreement, together with a memorandum of agreement dated May 10, 1949, provided for agreed-to rates of pay applicable to section gangs and long track patrol foremen who, prior to June 1, 1951, had patrolled tracks as part of their duties. To handle the work previously carried out by these employees, the railways established additional roadmasters' positions and in some territories appointed extra assistant roadmasters.

The Brotherhood referred to Section 1 of the agreement, which stated:—

By Maintenance of Way Employees is meant employees working in the Track and Bridge and Building Departments, for whom rates of pay are provided in this schedule, who have been in the service for three months within the preceding twenty-four months, or who can show evidence of six months' experience in similar work on any railway mentioned in the preamble of this agreement. Labourers in extra gangs, unless those engaged practically all year round, shall not be considered as coming under this schedule.

Arguing that if the railways are permitted to remove this class from the scope of the agreement, they could likewise remove other types of work, the Brotherhood contended this would "operate to destroy the collective bargaining agreement for all practical purposes.

"A change in the method of performing work cannot be construed to be a valid reason for permitting its transfer to those not covered by the collective bargaining agreement," the Brotherhood asserted.

In their contention the employees then quoted from the seniority clauses in the wage agreement; from a section dealing with long track patrol foremen in the memorandum of agreement of May 10, 1946; and from the rules covering section foremen and track walkers contained in the CNR Maintenance of Way Manual of Rules and in the CPR Maintenance of Way Rules Manual.

The seniority clauses, the Brotherhood pointed out, provide for the classification of employees in the Maintenance of Way Department and for the establishment and recognition of seniority in the assignment of work within the Department. "Obviously," the employees asserted, "that seniority must attach to certain work, otherwise these provisions of the agreement would be meaningless."

This principle had been previously recognized in negotiations, it was held, as shown by the memorandum of agreement quoted.

The rules in the manuals show, the Brotherhood contended, that the railways "themselves have heretofore considered the claimants responsible for the performance of track patrol duties.

"It cannot be disputed," the employees' contention continued, "that the method of performing this work has been changed and that this work is now being performed by roadmasters and assistant roadmasters.

"Assistant roadmasters and roadmasters are not the individuals for whose benefit the contract was made," the employees stated. "The right of employees to the work covered by the scope rule is the warp on which the whole fabric of the contract is woven. To remove either from the contract or to permit their meaning to become confused in the minds of the parties is to effectively destroy the agreement for all practical purposes."

The railways, in presenting their case, stated that there was no need for regular daily track patrol by either section foremen or long track patrol foremen in view of changed conditions.

It was pointed out by the railways that "section labour of necessity must work largely on their own, and the railways,



therefore, consider that with the rates of pay in effect, it is essential to provide increased instruction and supervision, so as to ensure that track work is done in the best manner and that time is spent only on the essential items of track work, and to secure this added instruction and supervision, either the length of existing roadmasters' territories was substantially reduced, or one or more assistant roadmasters were assigned to work under the roadmaster, to the end that a roadmaster or assistant roadmaster would have daily contact with the section forces under his direction."

To provide daily contact, it is necessary for the roadmaster or assistant roadmaster to go over his territory daily, the railways stated. It was further pointed out that the assistant roadmasters appointed, were supervisors "in every sense of the word".

Representatives of both groups appeared before the Board and presented oral evidence.

No specific violation of the current contract governing the rates of pay and working conditions of Maintenance of Way employees had occurred, the Board reported.

The Board decided that the employees' contention was not sustained.

**Case No. 613.**—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and the Brotherhood of Railroad Trainmen concerning the assignment of crews to mixed trains running between Lethbridge and Cranbrook.*

The Canadian Pacific Railway turned down a request by the Brotherhood of Railroad Trainmen for the assignment of four instead of three crews to operate two mixed trains between Lethbridge and Cranbrook. Reason for the Brotherhood's request was to allow crews with homes in Cranbrook to receive "their due proportion" of layover time at their home terminus. The trainmen wanted two crews assigned with layover at Lethbridge, two with layover at Cranbrook.

The Railway declined to assign the fourth crew unless the Brotherhood would waive the mixed train mileage guarantee in this instance.

In presenting its case, the Railway explained that the personnel for these trains are secured by bid from the joint seniority list covering the two freight promotion districts concerned. The home terminal of the crews is at Lethbridge.

Arguing that the dispute was not one that should be considered by the Board, the Railway stated that to agree to the

employees' request would grant them the right to control the assignment of crews "which they do not possess under the existing agreement". The Railway pointed out that the employees were not contending that existing assignments violate any rule in the schedule.

In presenting its case, the Brotherhood noted that there were 12,000 miles per month in the assignment for three crews.

"With four crews assigned, they would make 300 miles over the guarantee for seven months of the year; four months they would make 200 miles over the guarantee, and one month (namely, February), they would make the guarantee of 2,800 miles under normal operating conditions," the Brotherhood stated.

The Board decided that, as there was no violation of the current agreement governing the service involved, the contention of the employees should not be sustained.

**Case No. 614.**—*Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen relative to the application of certain clauses in the Schedule of Rates and Rules covering conductors, baggagemen, brakemen, flagmen, yardmen and switch tenders.*

The Brotherhood of Railroad Trainmen contend that:—

1. Trainmen should not be run on any other than their own subdivision, except in cases of shortage of men.

2. When crews in unassigned pool service are used or run on other than their own subdivision, they should be changed off at meeting point with a crew assigned in pool service on that subdivision.

3. If a crew, used off its own subdivision in an emergency, is run through to the terminal, it should be returned dead-head to its own subdivision.

According to the employees' contention, the dispute arose when a conductor and crew, asserting they were "run-around", submitted a claim for 50 miles on the grounds that a conductor and crew from another subdivision had no "turn out". The Company in reply contended that when crews are used on a subdivision other than that to which they are regularly assigned, they take their regular turn out of the objective terminal.

The joint statement of facts related how a conductor and crew, assigned in freight pool service on the Leduc subdivision operating between Red Deer and Edmonton, were one day run direct from Edmonton to Hardisty. From there they were used in turn with the crews assigned on the Hardisty subdivision.



The Schedule of Rates and Rules states that "trainmen will not be run on any than their own subdivision, except in cases of shortage of men on that subdivision" and that "unassigned crews in freight service will be run first in and first out of terminals. When run-around they will be paid 50 miles for each run-around and stand first out".

A conductor and crew assigned to the Hardisty subdivision who followed the Leduc subdivision crew out of Hardisty were the ones submitting a claim for 50 miles, based on the above-quoted rules.

The Brotherhood stated that no emergency existed with respect to a shortage of crews on the Hardisty subdivision because after the crew from Edmonton arrived at Hardisty two other conductors and their crews arrived there.

Presenting its case, the Company pointed out that for many years a definite operating practice has been in effect with respect to the payment of conductors and crewmen who have been used on other than their own subdivisions, but within their seniority territory, whereby they "take their turn out of the objective terminal along with men regularly assigned to such subdivision". There is no suggestion in the rules, the Railroad contended, that under such circumstances a crew would be changed off with the first crew men on the subdivision nor that the crew would be entitled to pay for 50 miles.

The Board of Adjustment decided to sustain the employees' first contention but, because they were not supported or covered by the wage schedule, not to sustain the other two contentions.

**Case No. 615.**—*Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen concerning a claim by a conductor and crew for an extra day because they were assigned switching duties in addition to their regular assignment.*

When a crew assigned to mixed train service were called to perform switching before making up their own train, they claimed an extra day. The Company

asserted the crew should be paid at regular rates for the switching, contending such work could be assigned in order to bring the crew's mileage up to the guaranteed minimum.

The employees' quoted the following article:—

Crews assigned to regular runs will not be compelled to do other work than that to which they are regularly assigned, except in cases of wrecks when no other crews are available, and as provided in clause governing short mileage mixed train runs.

In reply, the Railroad quoted the following article:—

Crews assigned to mixed train service will be guaranteed not less than 2,800 miles per month at mixed train rates, exclusive of switching or detention. When regular mileage is less, the Company will have the right to use such crews in road service up to 2,800 miles. and

Through freight rates . . . will be paid for all time occupied in making up and setting away trains or switching at the terminal points of the subdivision on which the train is run . . .

and

Through freight rates . . . will be paid for all time occupied in switching at Canadian Pacific Railway junction points and this time will be paid in addition to pay for trip . . .

The Company contended that the article quoted by the employees ensures only that crews assigned to regular runs will not be subject to call for other trips or other service during their lay-over periods, except to handle wrecking train when no other crew is available or for enough trips to make up the guaranteed minimum. The crew making the claim was paid for the time spent in switching, the Railroad pointed out.

Because it appeared to the Board that the switching work was not work to which the conductor and crew were regularly assigned, the Board sustained the employees' contention.

# Collective Agreements and Wage Schedules

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

### Mining

**Gypsum Mining—Dingwall, N.S.—National Gypsum (Canada) Limited and United Stone and Allied Products Workers of America, Local 31.**

Agreement to be in effect from December 1, 1951, to January 1, 1953, and thereafter from year to year, subject to 2 months' notice.

*Union security:* union shop.

*Check-off:* the employer will deduct monthly from the wages of each employee union initiation fees and union dues as provided by the Trade Union Act and remit same to the union.

*Hours:* 8 per shift Monday through Saturday, a 48-hour week. *Overtime:* time and one-half for work in excess of 8 hours per shift; double time for work on Sundays and on 8 specified holidays, 3 of which are paid holidays.

*Vacations with pay:* after 3 months of continuous service 3 days, after 4 months 4 days, after 5 months 5 days and so on to 12 days after 12 months of service.

*Hourly wage rates* for certain classifications: carpenters \$1.27½ and \$1.37½, helper \$1.11½; blacksmith \$1.35; mechanics, welders \$1.25 and \$1.35, helpers \$1.11½; engineers \$1.11½ to \$1.29; grader operator \$1.28; compressor operators, headframe engine operator, parmanco operator \$1.17; truck drivers \$1.11½ to \$1.23; conveyor operator, shovel oiler, tool room man \$1.11½; labourers (unskilled) \$1.08.

*Night shift differential:* mechanics and welders working on the back shift (presently 11 p.m. to 7.30 a.m.) will be paid 5 cents per hour extra.

*Seniority* shall govern in all cases of promotion, or increase or decrease of help, provided knowledge, training, ability, skill, efficiency and physical fitness are relatively equal.

Provision is made for *grievance procedure* and the *safety and health* of employees.

**Gold Mining—Yellowknife, N.W.T.—Giant Yellowknife Gold Mines Limited and International Union of Mine, Mill and Smelter Workers, Local 802.**

Agreement to be in effect from April 1, 1952, to March 31, 1953. If the price of

gold increases to \$45 or more (Canadian) per ounce the wage scale shall be subject to re-negotiation upon 30 days' notice by either party. Within 2 months prior to the expiry date either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement.

*Hours:* 8 per day 6 days a week, a 48-hour week; underground—8 hours from collar to collar per shift; if kept underground for more than 30 minutes after the expiration of the regular shift, employees will be paid straight time except when the cause of the delay is beyond the control of the company. *Overtime:* time and one-half for work in excess of 8 hours in any 24 (except in case of regular change of shifts) and for all time worked on the seventh day which is in excess of 48 hours in the work week (for the purpose of this provision statutory holidays and time lost because of an accident covered by workmen's compensation shall be considered as time worked); double time for work on 6 (previously 4) specified paid holidays.

*Vacations with pay:* after one year's continuous service one week, after 2 years' continuous service 2 weeks.

*Hourly wage rates* for certain classifications: Mine—shaft leader \$1.66, shaft miner \$1.56; miner (raise and drift), timberman, steel sharpener, hoistman (main) \$1.51; cage and skip tender, mucking machine operator, stope miner \$1.46; labourer, trammer, deckman \$1.36. Mill—mill repairman, roaster man \$1.51; flotation operator, solution man \$1.46; ball mill operator, crusherman \$1.42, oiler \$1.36. Surface—dragline operator (shovel) \$1.81; bulldozer operator, rigger \$1.56; surface driller \$1.40; tractor operator, truck driver \$1.39; labourer \$1.30. Tradesmen—machinist, mechanic, electrician, carpenter, first class \$1.71, second class \$1.51; boilerman \$1.51; tradesman helper, oiler \$1.36. The above rates represent an increase of 25 cents per hour for first class tradesmen, 15 cents for second class tradesmen and 10 cents for all other employees, over the previous rates.

*Shift differential:* employees on the afternoon shift will be paid 3 cents, those on the night shift 4 cents and those on the graveyard shift 5 cents per hour extra. If the work is performed partly in one shift and partly in another, the premium rate in effect at the commencement of the work shall obtain throughout.



**Board and lodging:** employees who work steadily will be charged \$2.90 per day for board and lodging provided by the company.

Married employees who maintain a residence for themselves and their family in Yellowknife will be paid a cost-of-living bonus of 80 cents for each shift worked. In addition they will receive 12 barrels of fuel oil during the winter months.

Provision is made for *grievance procedure, seniority rights, the safety and health* of employees and transportation for employees and certain dependents.

## Manufacturing

**Tobacco Products—Montreal, P.Q.—**  
*Imperial Tobacco Company of Canada Limited and Tobacco Workers International Union, Local 234.*

This agreement was entered into following strike (L.G., Nov., 1951, p. 1609). Although certain of its provisions did not take effect until September 25, 1951, the agreement was made for the period from October 31, 1950, to October 30, 1952, and is to continue thereafter from year to year, subject to notice.

**Union security:** all employees who are or later become members of the union shall maintain such membership during the term of the agreement. All new employees shall become and remain members after completion of the probationary period. However, any employee shall have the right to resign his union membership within ten days prior to October 31, 1952.

**Check-off:** voluntary but irrevocable, the company to retain 2 per cent of the amount of dues collected.

**Hours:** 8 per day Monday through Friday, a 40-hour week, except for certain categories of employees (a reduction of 2 hours per week from the period prior to September 25, 1951). **Overtime:** time and one-half for work in excess of 8 hours per day and for work on Saturdays and on 10 specified *paid holidays*; double time for work on Sundays and after midnight on any day of the week (a new provision). Any employee on a salary basis, required to work overtime, will be paid his regular weekly salary or the value of his time rate based on the Quebec Minimum Wage Schedule including time and one-half or double time for overtime, whichever is the greater.

**Vacations with pay:** one-half day for each full calendar month of service to all employees. Employees paid on an hourly or piece-work basis who have completed 2 years of continuous service will be granted one additional week and those who have completed 20 years of continuous service 2 additional weeks. Employees on a salary basis will be granted an extra week after one year's service and an additional 2 days after 10 years, 4 days after 15 years and one week after 20 years of continuous service.

In the event of death in the immediate family, an employee will receive up to 3 normal working days' leave with pay.

**Hourly wage rates** for certain classes, effective September 25, 1951: males—group No. 1 \$1.16 to \$1.30, group No. 2 \$1.18 to \$1.33 and so on to group No. 11 \$1.44 to \$1.62½; hiring rate for males under 18 years of age \$1.04; adjusters \$1.43 to \$1.77½, apprentice adjusters \$1.36 and \$1.41, helpers

\$1.20 to \$1.36; tradesmen—machinists \$1.54½ to \$1.91; grinder operators, milling machine operators, lathe operators \$1.19 to \$1.77½; mechanics (maintenance) \$1.19 to \$1.58½; commencing rate for apprentices \$1.25½ with increases every 6 months until maximum for apprentices or improvers is reached after from 2 to 5 years, depending on trade in which apprenticeship is taken. Females—group No. 1 94 cents to \$1.01½, group No. 2 95½ cents to \$1.08½ and so on to group No. 8 \$1.18 to \$1.31. The above basic rates are from 27 to 38 cents per hour higher than those provided in the previous agreement. However, part of the cost-of-living allowance paid previously by the company is now incorporated in the basic rates. Piece rates are also provided for certain operations, e.g. hand packers.

**Escalator clause:** the company will pay a cost-of-living allowance equal to 1 per cent of wages for each full point by which the cost-of-living index number for the preceding month exceeds 176.6 (previously 156.6), provided that such allowance will not be paid upon the excess of any wage over \$35 per week.

**Night shift differential:** night maintenance men and night car washers will be paid an allowance based on 11 per cent of their regular hourly rate, multiplied by the number of hours worked.

Provision is made for *grievance procedure* and *seniority rights*.

**Printing and Publishing—Toronto, Ont.—**  
*Certain Employing Printers and the International Printing Pressmen and Assistants Union of North America, Local 10.*

Agreement, executed February 8, 1952, to be in effect until October 15, 1952, and thereafter from year to year, subject to notice.

**Union security:** maintenance of membership. In those press rooms where all employees, covered by this agreement, are now members of the union in good standing, the employer will engage new employees through the union; if the union is unable to provide satisfactory help within 3 working days, the employer may engage new help from any other source, but such help must join the union within 30 days after employment. In those press rooms where the majority of employees are union members, the employer in engaging new help will give preference to qualified employees supplied by the union. The union undertakes that all new employees will be allowed to join the union in the classification for which their work qualifies them on payment of regular fees and dues.

**Hours:** 8 per day Monday through Friday, a 40-hour week for both day and night shifts. Employees shall not be required to accept less than 8 hours' work on any week day or shift except where a short shift has been arranged or in case of emergency or uncontrollable conditions. Extra help will not be employed for less than 4 hours and unless they are provided with at least 8 hours of work they shall be paid at the overtime rate.

**Overtime:** time and one-half for the first 3 hours of overtime; double time thereafter and for work on Sundays and on 8 specified *paid holidays*.



**Vacations with pay:** 2 weeks after one year's service (previously one week after one year's service and 2 weeks after 2 years' service). Employees with less than one year's service will receive 2 per cent of their total earnings.

**Wage rates:** for the period from October 16 to December 31, 1951, a retroactive wage adjustment on the basis of 20 cents per hour shall be paid. Retroactive to January 1, 1952, the following hourly wage rates shall apply: job pressmen \$1.88, cylinder pressmen \$1.91, press assistant (feeder) \$1.66; two-colour cylinder pressmen \$1.96, with extra cylinder when used \$2.01; on rotary presses—pressmen \$1.91 to \$2.04, press assistants \$1.66 to \$1.75, first pressmen \$2.04 to \$2.20, second pressmen \$1.91 to \$1.99; on Clayborne presses, 4 or 5 colour—first pressman \$2.21, second pressman \$1.91, press assistant \$1.66; 2 colour—pressman \$2.06, assistant \$1.66; on rotogravure presses—pressman \$2.06, assistant \$1.76; on Cottrell six colour presses—first pressman \$2.25, second pressman \$1.91, assistant pressman \$1.66. (These rates are 23½ cents per hour higher than the rates in effect prior to October 16, 1951). Rate for apprentices—from 39 per cent of journeyman cylinder pressman's rate during the first 6 months to 73 per cent during the eighth 6 months; beginning fifth year press assistant's scale; rate for apprentice pressmen (when appointed as such)—from 87½ (previously 85) per cent of journeyman cylinder pressman's rate during the first 6 months to 96 (previously 95) per cent during the eighth six months; beginning fifth year pressmen's scale. Physically handicapped employees may be paid a lower rate of wages with prior approval of the Joint Arbitration Committee.

**Cost-of-living bonus:** employees will be paid a cost-of-living bonus of one cent per hour for each one point rise in the cost-of-living index above the figure of 191.2. Adjustments will be made at the end of each 3-month period.

**Shift differential:** night shift workers will receive a premium of 15 per cent over the day rate; where 3 shifts are worked, 2 of them shall be considered night shifts.

Provision is made for *grievance procedure* and the *employment of apprentices*.

#### **Aircraft Overhaul and Accessories Manufacturing—Winnipeg, Man.—Macdonald Brothers Aircraft Limited and the International Association of Machinists, Lodge No. 741.**

Agreement to be in effect from March 25, 1952, to January 31, 1953, and for a further period of one year, subject to one month's notice.

**Check-off:** voluntary and revocable.

**Hours:** for day workers—8½ per day, 5 days a week, a 42½-hour week; for night shift employees—8¼ per day 5 days a week, a 41¼-hour week. **Overtime:** hourly paid employees will be paid time and one-half for work in excess of above hours and for work on Saturdays and Sundays or the alternative days off. Salaried employees will receive compensatory time off; if this cannot be done they will be paid at the rate of ½ (previously ½) of the monthly salary for each overtime hour.

**Statutory holidays:** 11 specified holidays (or alternative days) will be observed. Hourly paid employees will receive double time for work on 6 (previously 4) specified *paid holidays* and time and one-half for work on the other 5 holidays. Salaried employees will be paid for 11 holidays. In addition, if the day of the Queen's Coronation is declared a holiday, hourly-rated employees will be paid for that day.

**Vacations with pay:** for hourly paid employees—after 6 months' continuous service one week, after 3 years' service 2 weeks; for salaried employees—after 7 months' service 5 days, after 8 months 6 days and so on to 10 days after 12 months' service.

**Hourly wage rates** for certain classifications, retroactive to February 1, 1952: tool and die maker \$1.20 to \$1.55; boring mill operator, electrician (maintenance), millwright \$1.20 to \$1.50; drop hammer operator, heat treater (steel) \$1.15 to \$1.50; cabinet maker, lathe operator, milling machine operator, radial drill operator, sheet metal worker, shaper operator, welder, radar technician \$1.07 to \$1.50; aircraft assembly, installers (armament, controls, general, hydraulic) metal fitter, upholsterer \$1.07 to \$1.35; heat treater (aluminum), painter, power brake operator \$1.07 to \$1.25; press operator (drill, hydro, punch), riveter \$1.07 to \$1.20; forming roll operator, router operator, tube bender \$1.07 to \$1.15; fabric worker, sand blaster \$1.07; labourer 97 cents; production workers, beginners 84 cents, after 3 months 90 cents, after 6 months 97 cents (The above rates represent an increase of from 6 to 15 cents per hour over the previous rates). Lead hands in charge of 3 or more men shall be paid 10 (previously 5) cents, and charge hands 20 (previously 10) cents per hour more than the rate for their classifications.

**Night shift differential:** employees on the night shift will be paid a premium of 5 cents per hour.

**Apprentices** may be employed in the proportion of one apprentice to 5 journeymen in the following trades only: electrician, fitter, machinist, joiner, sheet metal, tool making; apprenticeship shall be for a period of 12,000 hours.

**Seniority** shall be taken into consideration in the case of equally qualified employees in the event of lay-offs due to lack of work and in promotions. Members of the shop committee will be given special consideration in the event of a lay-off due to lack of work.

Provision is made for *grievance procedure* and a Joint Management-Employee Committee.

#### **Construction**

##### **Electrical Workers—Moncton, N.B.—Moncton Electrical Contractors Association and International Brotherhood of Electrical Workers, Local 1555.**

Agreement to be in effect from April 1, 1952, to March 31, 1953, and thereafter from year to year, subject to 60 days' notice.

**Union security:** closed shop. No union member shall work for any other employer in the building trade, or on his own account, while in the employ of an employer signing this agreement.

**Check-off** of monthly union dues compulsory for all employees.

**Hours:** 8 per day from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m., Monday through Friday, a 40-hour week (previously 44 hours per week). **Overtime:** time and one-half for the first 8 hours of work, other than shift work, performed outside the above hours; double time thereafter and for work on 9 specified holidays and on any other public holidays proclaimed by the appropriate governments. On December 24 and 31 work is to cease at 12 noon; work performed after that time will be paid for at time and one-half. Where more than one shift is worked, or where conditions make it necessary to work other than the regular hours, employees will receive 8 hours' pay for  $7\frac{1}{2}$  hours' work.

**Vacations with pay:** one-half day shall accrue for each 160 hours worked but vacation pay shall not exceed a standard work week's wages. For every day an employee is absent without leave he will lose one day's vacation.

**Hourly wage rates:** licensed journeymen electrician \$1.45; charge hands will be paid 10 cents per hour above the journeymen's rate. No union member may work for any employer in the building trade, not party to this agreement, for a rate lower than the above.

**Out-of-town jobs:** in case of work outside of Moncton the employer will pay all travelling expenses, fares and room rent and board in excess of \$1.50 per day or as agreed upon.

**Apprentices:** the employment of apprentices shall be governed by the "Electrical Apprenticeship Standards" for Moncton as laid down under the N.B. Apprenticeship Act, 1951. One apprentice will be allowed to each 3 journeymen.

**Seniority** and merit shall be the rule of employment.

The agreement contains a list of tools to be supplied by journeymen.

Provision is made for *grievance procedure*.

## Transportation and Public Utilities

**Air Transport**—*Gander, Stephenville, Goose Bay, Nfld., Sydney, N.S., and Moncton, N.B.—Allied Aviation Service Company of Newfoundland Limited and the International Association of Machinists.*

Agreement to be in effect from May 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 60 days' notice.

**Check-off:** voluntary but irrevocable.

**Hours:** 8 per day 5 consecutive days within any 7 day period, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours in any one day and for work on one of the 2 regularly assigned days off in each work week; double time for work on the second regularly scheduled day off if the first one has been worked. These provisions regarding hours and overtime apply only to employees at the Gander, Nfld., station; at the alternate stations (Stephenville, Goose Bay, Nfld., Sydney, N.S., and Moncton, N.B.) employees will be paid overtime at time and one-half for all hours worked in excess of 173.3 per month with no regularly assigned hours.

**Statutory holidays:** employees will be granted 8 specified *paid holidays*. Those required to work on such holidays, or whose regularly assigned days off duty fall on one of the holidays, will receive an extra day's pay. By mutual agreement extra days may be added to an employee's annual vacation in lieu of such payment.

**Vacations with pay:** 2 weeks after 12 months' service.

**Paid sick leave:** employees will be granted sick leave credits at the rate of one work day for each calendar month of service with the company. Unused sick leave shall be cumulative up to a maximum of 60 work days. By mutual consent a portion of sick leave may be taken by employees should they require leave for compassionate reasons. During the first 3 years of employment employees will not receive sick leave pay for the first 3 days of each illness; thereafter such pay will not be granted for the first day of each illness.

**Hourly wage rates** for certain classifications, effective March 1, August 1, December 1, 1952, March 1 and June 1, 1953, respectively: crew chief \$1.68 and \$1.73, \$1.78 and \$1.81, \$1.87 and \$1.88, \$1.95 and \$1.96, \$2; senior mechanic \$1.59 and \$1.63, \$1.68 and \$1.70, \$1.76 and \$1.77, \$1.84, \$1.88; station mechanic \$1.19 to \$1.47, \$1.39 to \$1.56, \$1.52 to \$1.66, \$1.65 to \$1.75, \$1.72 to \$1.80; mechanics' helper 87 cents to \$1.17, \$1.01 to \$1.30, \$1.15 to \$1.43, \$1.29 to \$1.56, \$1.36 to \$1.62; lead fleet service 95 and 99 cents, \$1.06 to \$1.09, \$1.17 and \$1.19, \$1.29, \$1.34; fleet service 77 to 85 cents, 90 to 96 cents, \$1.03 to \$1.07, \$1.16 and \$1.18, \$1.23.

**Uniforms:** where uniforms are required, the first set shall be purchased by the company; thereafter the cost of replacement shall be borne equally by the employee and the company.

Provision is made for *seniority rights and grievance procedure*.

**Air Transport**—*Gander, Stephenville, Goose Bay, Nfld., Sydney, N.S., and Moncton, N.B.—Allied Aviation Service Company of Newfoundland Limited and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

Agreement to be in effect from May 1, 1952, to September 30, 1953, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one between the company and the International Association of Machinists, summarized above.

**Hourly wage rates** effective March 1, August 1, December 1, 1952, March 1 and June 1, 1953, respectively: transportation agents 95 cents to \$1.39, 99 cents to \$1.45, \$1.03 to \$1.52, \$1.07 to \$1.58, \$1.09 to \$1.62; supervisor ticket counter \$1.05 to \$1.47, \$1.08 to \$1.54, \$1.12 to \$1.60, \$1.16 to \$1.67, \$1.18 to \$1.70; stores clerks 72 cents to \$1.78 cents to \$1.13, 84 cents to \$1.25, 89 cents to \$1.38, 92 cents to \$1.44.

**Shipping**—*East Coast.—Certain Shipping Companies and Seafarers International Union of North America Canadian District (for Canadian Registered Deep Sea Dry Cargo Freight Vessels).*

Agreement to be in effect from April 1, 1952, to April 1, 1953, and thereafter from year to year, subject to 60 days' notice.



**Union security:** all unlicensed personnel engaged in Canada will be hired either through the office of the union or through the Seamen's Section of the National Employment Service. Those who are not members of the union will be required, as a condition of employment, either to join the union and to maintain their membership during their employment, or to pay initiation fees and monthly dues as required of union members. The company agrees to provide space at the pay-off for the purpose of collecting union dues.

**Hours of work and overtime:** deck and engine departments, in port—8 per day Monday through Friday, overtime rate for work between 5 p.m. and 8 a.m. (except for night watchmen) and on Saturdays, Sundays and 6 specified holidays; at sea—3 watches of 8 hours each, overtime after 8 hours. Stewards department in port and at sea—8 hours in a spread of 12 hours. Members of the deck department required to take off and put on hatches or beams to prepare hatches for discharging or loading cargo, in ports where it is the custom that longshoremen do this work, will be paid overtime for the watch on deck and overtime and one-half for the watch below. Carpenters in port required to take soundings between 5 p.m. and 8 a.m. and on Saturdays, Sundays and holidays will be paid overtime for such work. At 10 a.m. and 3 p.m. personnel shall be allowed 15 minutes for coffee or tea. Night lunches will be provided for any crew members working overtime. In the evening light lunches shall be available for all members of the unlicensed personnel.

**Vacations with pay:** all unlicensed personnel shall be granted 14 days with basic pay after 12 months' continuous satisfactory service with one company and thereafter, at the option of the employee, 7 days after each 6 months' continuous satisfactory service.

**Sick pay:** any member of the unlicensed personnel who, in any port outside of Canada, has to be signed off from a vessel owing to illness (except when due to a number of specified causes) shall, in addition to medical care and maintenance to which he is entitled under the Canada Shipping Act, also be

entitled to two-thirds of his basic pay until he is declared medically fit for duty and offered an available job or has been repatriated to a proper return port, whichever first happens, provided, however, that such sick pay shall not continue after 12 weeks.

**Marine disaster:** any member of the unlicensed personnel who suffers loss of clothing and personal effects through disaster or shipwreck shall be compensated by the payment of \$150.

**Monthly wage rates:** bosun, donkeyman \$215; carpenter \$220; cook, first \$235, second \$198; second steward, able seaman, fireman \$198; oiler \$203; trimmer, wiper \$188.50; mess man \$181; ordinary seaman \$172.50; deck boy, mess boy, galley boy, utility boy \$155.50. When a vessel sails from a port without its full complement of unlicensed personnel the wages of the missing crew member or members shall be divided amongst the seamen of the department concerned, except when shorthanded because of misconduct on the part of any crew member.

**Overtime rates per hour**—bosun, carpenter, donkeyman, first cook 95 cents; able seaman, oiler, fireman, wiper, trimmer, second cook, second steward, mess man 85 cents; ordinary seaman, deck boy, galley boy, mess boy 75 cents.

**Penalty cargoes:** when members of the unlicensed personnel are required to clean holds in which penalty cargo has been carried, they shall be paid, in addition to their regular wages, at the rate of straight overtime for the watch on deck, and overtime and one-half for the watch below. Unlicensed personnel on vessels carrying explosives in 50-ton lots or over will be paid \$15 per month over regular wages; those required to work explosives will be paid \$2.50 per hour extra.

When the company does not provide meals on the vessel and suitable sleeping accommodation, unlicensed personnel will receive 85 cents per meal and \$3 for room per night.

Provision is made for the *adjustment of grievances, the cleanliness and equipment of seamen's quarters and the standard of meals.*

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one new agreement, the correction of one, and the amendment of 10 others.

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and

employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.



In addition to those summarized below, they include: the amendment of the agreement for sheet metal manufacturing at Montreal in the issue of April 26, and the amendment of the agreements for the metal trades at Quebec, for tannery employees in the province and for barbers at Montreal all published in the issue of May 17.

Requests for new agreements for sheet metal manufacturing and for hairdressers at Montreal were gazetted April 26. Requests for the amendment of the agreements for barbers and hairdressers at St. Johns and Iberville, for the men's and boy's clothing industry and for the dress manufacturing industry in the province and for the building trades at Chicoutimi were gazetted May 3, a request for the amendment of the agreement for the building trades at St. Johns and Iberville was gazetted May 10, and requests for the amendment of the agreements for the building trades at Sorel and for bakery employees at Granby were published in the issue of May 17.

Orders in Council were also published approving and amending the constitution and by-laws of certain joint committees and others approving and extending the levy of assessment on the parties to certain agreements.

## Manufacturing

### Uncorrugated Paper Box Industry, Province of Quebec

An Order in Council dated April 17, and gazetted April 26, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; March, 1949, p. 301, Oct., p. 1246; April, 1950, p. 516; April, 1951, p. 544, April, 1952, p. 452). This agreement applies to all persons engaged in the production of uncorrugated paper boxes.

*Territorial jurisdiction* comprises 2 zones: zone I—the Island of Montreal and within a radius of 50 miles of its limits; zone II—the remainder of the Province with the exception of the Quebec District which is governed by the terms of another agreement for this industry.

*Hours, overtime rates and specified paid holidays* in zone I are similar to those which were previously in effect and these working conditions are now extended to include zone II. Previously in zone II working conditions were governed by the terms of the agreement for this industry in the Quebec District (L.G., Nov., 1948, p. 1245, Oct., 1949, p. 1247; July, 1950, p. 1051; Oct., 1951, p. 1376; Feb., 1952, p. 179).

*Minimum hourly wage rates* in zone I (Montreal District) are unchanged from those summarized in the *LABOUR GAZETTE* of April, 1952. Minimum wage rates in zone II (previously governed by the agreement for the uncorrugated paper box industry in the Quebec District) are included in the amendment as follows: female employees in set-up and folding departments—forelady

74 cents; hand worker class "A" 68 cents; hand worker class "B", covering machine operator, staying machine operator, Stoke and Smith machine operator, top-piece machine operator, labelling machine operator, stitcher operator 61 cents; hand labeller, hand fed gummer operator, packer and tier, four-corner machine feeder, operators on machines not classified above, stripper, folder, Brightwood machine feeder, automatic glueing machine feeder 59 cents. Basic hourly rates for female employees from 43 cents per hour in first 3 months to 52 cents in third 3 months; male employees in set-up and folding departments—foreman \$1.29, assistant foreman \$1.14; creasing operator, scorer, cutter on knife (first class), cylinder box pressman \$1.03; cutter on knife (second class) 92 cents; end piece operator (single) 91 cents; end piece operator (double) 94 cents; four-corner stayer operator, Brightwood machine makeready man, Indman machine makeready man 99 cents; feeder (four-corner staying machine), punch operator, feeder (Brightwood machine), feeder (auto. cellophane machine), feeder (cylinder box press), feeder (platen die cutting press) 84 cents; wrapper makeready man 98 cents; circular saw operator, assistant die maker 85 cents; slitter operator, power stacker-lift truck operator 86 cents; bale press operator 83 cents; operators on machines not classified, waxing machine makeready man 82 cents; die maker \$1.15; automatic glueing machine makeready man, automatic cellophane machine makeready \$1.07; platen die cutting pressman 95 cents; stripper 80 cents; packer and tier 76 cents; general—electrician, machinist (first class) \$1.03; maintenance and repair man, truck driver 88 cents; shipper 98 cents; assistant shipper 82 cents; watchman 76 cents; boiler fireman 79 cents; stationary engineman 85 cents. Weekly rates for chief enginemen (second class) \$47.11; (third class) \$40.34. Basic hourly rates for employees 18 years and over from 57 cents in first 3 months to 71 cents in fourth 3 months; male employees under 18 years of age from 47 cents in first 3 months to 57 cents in third 3 months.

*Vacation*: in addition to one week with pay after one year of continuous service for the same employer all employees are now entitled to an additional week of vacation with pay after 5 or more years of service.

### Printing Trades

Wages and working conditions for employees of the printing trades in this industry in zone I, previously governed by the agreement for the printing trades in the Montreal District, and in zone II previously governed by the agreement for the printing trades in the Quebec District, are now included in this amendment. This section of the agreement applies to all persons engaged in the printing trades in plants manufacturing paper boxes.

*Hours*: 45 per week divided into periods not exceeding 9 per shift Monday through Friday. (Previously 45 hours in zone I and 48 hours in zone II.)

*Overtime*: time and one-half for the first 3 hours of work in excess of regular shift; double time thereafter and on 7 specified *paid holidays*. Provision is made for employees working on one or more shifts in any 24-hour period.

**Minimum hourly wage rates** in zone I—journeyman compositor \$1.60; journeyman pressmen (platen press) \$1.32, feeders (platen press) \$1.07; journeyman pressman (cylinder press, one colour) \$1.60, assistant pressmen \$1.32, feeders \$1.15; journeyman pressman (cylinder press, multicolour) \$1.77, assistant pressmen or feeders \$1.38; apprentices from 65 cents per hour in first 6 months of first year to \$1.35 in second 6 months of fourth year; helpers (unskilled) 65 cents in first 6 months, thereafter 75 cents per hour; in zone II—journeyman compositor \$1.32; journeyman pressman (platen press) \$1.10, feeders (platen press) 88 cents; journeyman pressman (cylinder press, one colour) \$1.32, assistant pressmen \$1.10, feeders 93 cents; assistant pressmen or feeders (cylinder press, multicolour) \$1; apprentices from 62 cents in first 6 months of first year to \$1.28 in second 6 months of fourth year; helpers (unskilled) 62 cents in first 6 months, thereafter 71 cents.

**Vacation:** after 4 months of service for the same employer, employees are entitled to one-half day with pay for each month of service up to one complete working week; for 2 years of service 7 days, 3 years' service 8 days, 4 years' service 9 days, 5 or more years of service 10 days vacation with pay.

Other provisions of this amendment include apprenticeship regulations and rules governing operations of presses.

Another Order in Council dated May 7, and gazetted May 17, corrects the above Order in Council for the printing trades by replacing the rate of \$1 per hour in zone II for assistant pressmen or feeders (cylinder presses, multicolour) with the rate \$1.10. Another correction gazetted May 17 replaces the rate \$1.32 for journeymen pressmen (platen presses) in zone I with the rate \$1.38.

### Uncorrugated Paper Box Industry, District of Quebec

An Order in Council dated April 23, and gazetted May 3, amends the previous Orders in Council for this industry (L.G., Oct., 1951, p. 1376; Feb., 1952, p. 179).

**Minimum hourly wage rates:** the table of wage rates and classifications is revised by the addition of certain classifications and the deletion of others; minimum rates and classifications are now the same as those shown above for zone II in the agreement governing this industry in the Province with the exception of printing trades. Minimum rates for female employees are from 5 to 9 cents per hour higher than those previously in effect and for male employees from 4 to 16 cents per hour higher.

### Furniture Industry, Province of Quebec

An Order in Council dated May 7, and gazetted May 10 (with correction in issue of June 14), makes binding the terms of a new agreement (arbitral award) between L'Association des Manufacturiers de Meubles (Quebec) and "La Fédération nationale du Meuble Inc." (CTCC); The Upholsterers' International Union. Agreement to be in effect with the first complete pay period following May 10, 1952, until July 1, 1953, and thereafter from year to year, subject to notice. Provisions of this agreement are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, October 1948, and subsequently

amended (L.G., July, 1950, p. 1052, Oct., p. 1679) with certain exceptions as follows:—

**Hours** in zones I, II and III are unchanged at 9 per day, Monday through Friday, 5 on Saturday, a 50-hour week (10 per day Monday through Friday subject to mutual consent of employers and employees); employees engaged in shipping, maintenance and repair, 50 per week with regular work day not to exceed 10 hours; fireman and stationary enginemen 56 per week. Employers may set up a multiple shifts system with a standard work week not exceeding that of the regular shift established above. (This last provision is new.)

**Overtime** in zones I, II and III: time and one-half for work in excess of regular hours as formerly in effect; double time for work on Sundays and 10 specified holidays of which 3 are *paid holidays*. (Previously no paid holidays and time and one-half only for work on specified holidays in zones II and III.)

**Minimum wage rates:** there are two minimum wage schedules:—

(1) Those employers who have not declared themselves in favour of the classification system must pay the following minimum rates:

Employees less than 18 years of age 50 cents per hour in zone I, 46 cents in zone II and 37 cents in zone III; employees 18 years of age and over from 55 cents per hour during first 3 months to 75 cents after 2 years in zone I, from 51 to 69 cents per hour in zone II and from 41 to 55 cents per hour in zone III. (The above rates are from 1 to 10 cents per hour higher in the 3 zones with the exception of those rates for employees 18 years of age and over in zone III during the second 3 months and after one year which are reduced by 1 cent per hour and those rates during second 6 months and after 2 years which remain unchanged.) Average wage rates are increased from 78 to 90 cents per hour in zone I, from 69 to 80 cents per hour in zone II and from 61 to 65 cents per hour in zone III. Minimum rates for watchmen from 65 cents per hour in first year to 70 cents after one year in zone I, 60 to 65 cents in zone II and 48 to 52 cents in zone III.

(2) For those employers who adopt the classification of occupations set forth in the agreement in which each occupation in the industry is placed in one of four classes, the following minimum rates are effective—class I, 90 cents per hour in zone I, 85 cents in zone II, 73 cents in zone III; class II, 82 cents in zone I, 76 cents in zone II, 65 cents in zone III; class III, 78 cents in zone I, 73 cents in zone II and 62 cents in zone III; for class IV, which includes all the occupations not specified in the agreement for the first 3 classes, the rates are the same as the minimum wage rates mentioned above for employees 18 years of age and over. (Rates for classes I, II and III are from 4 to 12 cents per hour higher in the 3 zones, and rates for class IV and employees under 18 years of age are from 1 to 7 cents per hour higher with the exception of class IV employees during the second three months and after one year which are reduced by 1 cent per hour and those rates during second 6 months which remain unchanged.) Average wage rates are increased from 78 to 90 cents per hour



in zone I, from 69 to 80 cents in zone II and from 61 to 65 cents in zone III. Employees on additional shifts will be paid 5 cents per hour extra.

### **Glass Processing Industry, Quebec**

An Order in Council dated May 7, and gazetted May 17, amends the previous Orders in Council for this industry (L.G., Oct., 1950, p. 1679; June, 1951, p. 827). Another amendment to this agreement was published in the *Quebec Official Gazette* of August 25, 1951. This amendment to be in effect from April 1, 1952.

*Minimum hourly wage rates* for classifications shown in Part I of the wage schedule are from 6 to 10 cents per hour higher and now range from 71 cents in first year to \$1.13 per hour for class "A" setters and from 71 cents in first year to \$1.10 per hour for class "A" bevellers, silverers and cutters. Minimum rates for classifications in Part II are increased by from 6 to 9 cents per hour and new rates for certain occupations now range as follows: scratch polisher, spinner, examiner, buffer, belt worker, froster, sand polisher and draughtsman from 66 cents in first year to 91 cents per hour for class "B". The new classification maintenance man from 65 cents per hour in first year to \$1.05 after 3 years is added to the wage schedule.

*Vacation with pay:* in addition to one week with pay previously provided for, all employees with 5 or more years of continuous service for the same employer are now entitled to a second week of vacation which will be given between December 25 and December 31, inclusive. Employees entitled to a second week of vacation are not entitled to the Christmas Day holiday with pay.

Other provisions include regulations governing outside work, payment of wages, etc.

### **Transportation and Public Utilities**

#### **Freight Handlers (Longshoremen) (Inland and Coastal Navigation), Montreal**

An Order in Council dated April 23 and gazetted May 3, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; June, 1948, p. 621, Nov., p. 1249; Dec., 1950, p. 2068) by increasing the minimum wage rates to \$1.27 per hour for work done between 7 a.m. and 7 p.m. and to \$1.37 for work between 7 p.m. and 7 a.m. which are increases of 20 and 25 cents per hour respectively.

### **Trade**

#### **Retail Stores, Quebec**

An Order in Council dated May 7, and gazetted May 10, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 629, June, p. 783, July, p. 930; June, 1949, p. 736; Jan., 1951, p. 64; April, 1952, p. 454, and previous issues). Agreement, as amended, to be in effect from May 10, 1952, until April 1, 1953, and thereafter from year to year, subject to notice.

*Hours* are unchanged at 45 per week.

*Minimum wage rates* for male employees paid on a weekly basis are from \$1 to \$6 per week higher than those previously in effect; rates for male clerks, supernumerary

and extra, are 17 cents per hour higher. Minimum rates for female employees on a weekly basis are from \$1.50 to \$4 per week higher and those on an hourly basis now receive from 9 to 12 cents per hour more than previously. Minimum weekly wage rates for head displayer \$55, accountant \$50, collector (outside) \$44, display workers \$39 and \$49 are unchanged and the classification assistant accountant is deleted from the table of wage rates.

### **Service**

#### **Tavern Employees, Quebec**

An Order in Council dated May 7, and gazetted May 17, amends the previous Orders in Council for this industry (L.G., Dec., 1946, p. 1774; Nov., 1948, p. 1249; April, 1950, p. 518; July, 1951, p. 977, and previous issues). The terms of this amendment are effective from January 1, 1952, and it extends the term of the present agreement, as amended, until December 1, 1952, and thereafter from year to year, subject to notice.

*Minimum weekly wage rates* are \$3 per week higher than those previously in effect and those rates for employees paid on an hourly basis are 8 cents per hour higher.

*Vacation with pay:* in addition to one week with pay previously provided for, employees are now entitled to a second week (7 days) with pay after 5 years of continuous service for the same employer. This second week of vacation with pay shall be given between January 1 to April 30 of the year following that which qualified the employees for such additional vacation. The employer has the option of granting such vacation on non-consecutive days or he may replace it by a remuneration equal to that which the employees would have received had they taken such vacation with pay.

### **Most 1952 Agreements in U.S. Give Pay Boosts of 4 to 9 Cents**

Most collective bargaining agreements signed during the first half of 1952 in the United States provided for wage increases ranging from four to nine cents an hour, according to a survey conducted by the Bureau of National Affairs. Of the 1,750 agreements surveyed, only 116 made no provision for higher pay.

Increases of from four to six cents, the most common range, were contained in 430 contracts. Increases of seven to nine cents and 10 to 12 cents were given in nearly 370 and 400 contracts respectively. In 350 others, pay raises ranged from 13 to 19 cents and over.



# Industrial Standards Acts, Etc.

Schedules of wages and hours recently approved by provincial Orders in Council in Ontario and Alberta

Recent proceedings under the Industrial Standards Acts, etc.\* include two new schedules and one made binding for the first time, all summarized below.

## ONTARIO

### Construction

#### Sheet Metal Workers, Port Arthur and Fort William

An Order in Council dated March 6, and gazetted March 22, makes binding the terms of a new schedule for sheet metal workers at Port Arthur and Fort William to be in effect from April 1, 1952, during pleasure.

*Hours:* 8 per day, Monday through Friday, a 40-hour week.

*Overtime:* time and one-half during the 4-hour period immediately following the working period of a regular working day; double time for all other overtime work and on Saturdays, Sundays and 8 specified holidays. Work on any holiday will only be performed in cases of extreme necessity and subject to permission of the advisory committee.

\*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August, 1951, p. 1110.

*Minimum hourly wage rate* is increased from \$1.15 (L.G., Aug., 1947) to \$1.75 per hour for work during regular work periods; \$2 per hour for work on night shift.

The advisory committee may fix a lower minimum rate for persons who are handicapped.

#### Electrical Workers, Niagara Falls

An Order in Council dated April 9, and gazetted April 26, makes binding the terms of a first schedule for the electrical repair and construction industry at Niagara Falls to be in effect from May 6, 1952, during pleasure.

*Hours:* 8 per day, 4 on Saturday, a 44-hour week.

*Overtime:* time and one-half during the 7-hour period immediately following regular working hours Monday through Friday and between noon and midnight on Saturday; double time for all other overtime and for work on Sundays and 7 specified holidays. No overtime work without a permit from the advisory committee.

*Minimum hourly wage rates:* \$1.75 per hour during regular working periods; \$1.92½ per hour for work on a night shift and for night work.

The advisory committee may fix a lower minimum rate for handicapped workers.

## ALBERTA

### TRADE

#### Dairy Industry, Calgary

An Order in Council dated April 9, and gazetted April 15, makes binding the terms of a new schedule for the dairy industry at Calgary to be in effect from April 25, 1952, for a period of 12 months or thereafter during pleasure. This schedule is similar to that which was previously in effect and summarized in the *LABOUR GAZETTE* of June, 1951, with certain exceptions as follows:—

*Hours* for male and female employees are unchanged at 8 per day, 44 per week. However, weekly maximum for drivers on commission which was formerly 48 hours is now 45 hours per 6-day maximum. Daily maximum of 9 hours is unchanged.

*Minimum monthly wage rates* represent a general increase of \$31.60 per month over those rates previously in effect. Commission rates are specified for retail drivers, etc. with certain readjustments in comparison to those previously in effect. New classifications are added as follows: route supervisors \$229.90 per month plus commission of route reliefmen;—wholesale route reliefmen \$204.40 per month.

Getting married or having a child is worth an extra \$10 to employees of a Quebec shoe factory.

A clause in the appendix to a collective agreement recently concluded between employees and management at Eudore Fournier and Son, Plessisville, Que., provides for the payment of that sum to workers with a year's continuous service who marry or become the parent of a child.

## Labour Legislation in Saskatchewan in 1952

Equal pay Act, similar to one passed in Ontario last year, approved by Saskatchewan Legislature at 1952 session. Workmen's compensation benefits increased. New Act provides security of tenure for teachers

During the 1952 session of the Saskatchewan Legislature, which lasted from February 7 to April 4, a measure designed to prevent economic discrimination against women workers was approved, similar to that passed in Ontario last year. Under this Act, women will be entitled to pay equal to that of men if they do comparable work in the same establishment. Workmen's compensation benefits were increased, as was the maximum amount of compensation recoverable under the individual liability statute covering railway workers.

A new Act was passed to provide for security of tenure in the teaching profession and to enable a conciliation board to be set up where a teacher feels that he has been unfairly dismissed.

### Equal Pay for Equal Work

Saskatchewan is the second province to pass an Act to ensure fair remuneration to female employees. The Equal Pay Act, which will come into effect on proclamation, requires an employer to pay women at the same rate as men when they are employed to do *work of comparable character* in the same establishment. The Ontario Act, which was passed in 1951 and went into force on January 1, 1952 (L.G., 1951, p. 847), requires equal pay for men and women when they do *the same work* in the same establishment. A difference in the rate of pay based on any factor other than sex does not constitute a breach of the Act.

The Act will be administered by the Minister of Labour and the Director of the Wages and Hours Branch.

As in the Ontario Act, charges of discrimination will be dealt with first by conciliation procedure and, only if that fails, by prosecution. A complaint must be made in writing on a form prescribed by the Director. Investigation of a complaint is to be made by an inspector of the Wages and Hours Branch, who must try to settle the matter complained of and report the results to the Director.

If the inspector fails to effect a settlement, the Minister may, on the recommendation of the Director, appoint a board of one or more persons with the powers of commissioners under the Public Inquiries Act. After hearing the parties, the board will recommend to the Director the course which should be taken. The Minister, on the recommendation of the Director, will then issue whatever order he deems necessary and the order must be complied with.

Fines up to \$100 may be imposed for failure to comply with any provision of the Act or any order made under it. The Minister must give consent in writing for the prosecution of any person for an offence.

### Workmen's Compensation

The Workmen's Compensation (Accident Fund) Act was amended to raise the maximum amount of wages on which compensation may be based and to increase a number of the benefits payable under the Act.

From January 1, 1953, the maximum wages on which compensation may be calculated are raised from \$3,000 to \$4,000 a year. This amendment brings the Saskatchewan Act into line with the Act in Ontario, where the \$4,000 maximum went into force on January 1, 1952. In death cases, the amount of compensation payable in respect of each child under 16 years is increased from \$20 to \$25 a month. An orphan child will now be granted an allowance of \$30 a month instead of \$25. As previously, the total monthly compensation to all dependants in case of death, exclusive of burial expenses, may not exceed the workman's average monthly

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

earnings but compensation may not fall below a specified minimum monthly amount. This minimum was increased where the dependants are a widow or invalid widower and one child from \$80 to \$85, and where they are a widow or invalid widower and two or more children from \$90 to \$100.

A change was made with respect to the minimum payment for disability to remove the distinction made between a permanent partial disability of more than 50 per cent and one of less than 50 per cent. Since 1950, if the partial disability was 50 per cent or more, the minimum was a proportion of \$20 depending on impairment of earning capacity. If the disability was less than 50 per cent, the minimum was a proportion of \$15. Henceforth, the minimum payment for a total disability is \$20 and for any partial disability, a proportion of \$20.

These increases will apply to payments made after June 1, 1952, to all persons receiving compensation regardless of when the accident occurred.

### **Railway Workers**

Amendments were also made to the Workmen's Compensation Act, 1911, which applies to certain classes of railway workers not covered by the Workmen's Compensation (Accident Fund) Act and under which the employer is liable to pay compensation in respect of an injury which disables a workman for more than three days. Compensation is recovered by action in the district court.

The maximum amount of compensation recoverable under the Act is now either the equivalent of the estimated earnings of a workman in similar employment during the three years preceding the injury or the sum of \$3,500, whichever is the greater. Compensation, however, must not exceed \$4,000. This section became effective May 1. Previously, the limits were the earnings of a workman for three years in similar employment or \$2,500, whichever was greater, with a maximum of \$3,000.

A further amendment, also effective from May 1, requires an employer to report to the Department of Labour when an injured workman requires medical aid as a result of an accident as well as when he becomes incapacitated from work, as before. Unless the employer makes his report within the prescribed time, he will be liable, on summary conviction, to a fine of up to \$300 and a further \$10 for each day during which he fails to report.

A new section provides for payment of compensation to a railway worker who is a resident of Saskatchewan and whose work is performed both in the province and in an adjoining state of the United States. If the worker is injured in the adjoining state, his employer is liable to pay compensation if he would have been liable had the accident occurred in Saskatchewan.

If the workman is also entitled to compensation under the law of the state in which the accident occurred, he may elect under which Act he will seek compensation. If notice of the election is not given to the employer within three months of the injury or death of the workman, it will be assumed that he or his dependants have chosen not to claim compensation under the Saskatchewan Act.

### **Vacations with Pay**

An amendment was made to the Annual Holidays Act to permit exemptions to be granted from the provisions of the Act. The Act requires an annual holiday with pay of two weeks to be granted to all employed persons in the province except those engaged in farming, ranching and market gardening and persons employed in family undertakings. The amendment empowers the Lieutenant-Governor in Council to declare the Act not to apply to any specific class of employees or to the employees or a group of employees working in a designated industry, business, trade or occupation.

### **Hours of Work**

The Hours of Work Act was amended to continue, from April 1, 1952, to April 1, 1953, the stipulation against a reduction in wages where weekly hours are reduced to conform with the 44-hour limit which is imposed by the Act unless time and one-half is paid for overtime for all hours worked in excess of 44.

### **Coal Mines**

Several provisions in the Coal Miners' Safety and Welfare Act governing employment conditions were struck out as being unnecessary because similar provisions contained in certain of the general labour laws of the province cover workers in coal mines.

One section, Section 11, prohibited the employment of boys under 16 years and women in the workings of a mine. In 1947, coal mines were brought under the Factories Act, which fixes a minimum age of 16, thus prohibiting work under that age in coal mines as well as in factories. Persons employed in charge of an engine,



windlass or gin in a coal mine, however, must now be 18 years of age instead of 16, as previously.

Section 33, which prohibited employment above or below ground for more than eight hours in 24 except under special circumstances, was also repealed, since the Hours of Work Act, 1947, applies to mines and restricts working hours to eight in a day and 44 in a week unless time and one-half is payable for time worked beyond these limits. Variations from these limits are provided for to permit a five-day week or to allow for shift work.

The provisions of the Act requiring the payment of wages twice a month, two weeks in arrears, were also struck out. Persons employed in any establishment which comes under the Factories Act or the Minimum Wage Act, both of which now apply to coal mines, are covered by the Workmen's Wage Act which requires wages to be paid at the end of every seven days.

Corresponding amendments were made to the Coal Mining Industry Act to strike out the sections authorizing the Lieutenant-Governor in Council to establish standards of hours and minimum wages for workers in coal mines. A minimum wage of \$21.50 is fixed for workers in all mines in the province by Minimum Wage Order 10 (L.G., 1952, p. 470).

### **Arbitration of Disputes between a City and its Employees**

A new section added to the City Act provides that a city council may agree to refer to a board of arbitration a dispute concerning wages, hours, conditions of work, pensions, trade unions, labour relations or any other matter governing employment. The council may also agree that the decision of the board will be binding on the city. It may appoint one or more persons to represent it on the board and may delegate to them authority to concur in the appointment of a chairman or the council may agree that the chairman be appointed by the Lieutenant-Governor in Council.

The same provisions are applicable to a board, commission or agency appointed by the council or established under the Act with respect to an officer, servant or employee or any member of the police force for the payment of whose wages it is responsible.

### **Electrical Licensing**

A number of changes were made in the Electrical Inspection and Licensing Act (L.G., 1949, p. 742).

From January 1, 1953, the guarantee bond which must be furnished by a person desiring a contractor's licence, an employer's licence or a supply-house licence is increased from \$1,000 to \$2,000.

A further amendment authorizes the Minister of Labour to prescribe the type of examination required for a journeyman's licence. Formerly, the Act stated that a candidate for this licence must pass a written or practical examination, or both, as may be required by the Apprenticeship Act.

The limitations on the authority conferred by a limited contractor's licence with respect to making an electrical installation and installing equipment which were formerly set out in the Act will in future be specified on the licence itself and will be determined by the chief inspector. Consequently, the sections of the Act which set limits on the work which might be performed by a person holding a limited contractor's licence were struck out.

### **Teachers**

An Act designed to provide for security of tenure in the teaching profession requires a notice of dismissal given by a school board to a teacher to be in a prescribed form and to set out the reasons for the termination of the contract, provides for a hearing before the school board at which a teacher may give reasons why he should not be dismissed, and enables the Minister of Education at his discretion to refer the matter to a conciliation board.

The Teacher Tenure Act applies to teachers who have been employed by a school board for two consecutive years, who are still in the teaching service for a subsequent year and who are given notice of dismissal to take effect on June 30 in any year.

When a school board gives notice of dismissal to a teacher, it must, within 15 days, provide an opportunity for him to be present at a meeting of the board in order to give reasons why he should not be dismissed. If the differences between the teacher and the board are not resolved at the meeting or if no meeting is held, the teacher may appeal to the Minister within five days from the date of the meeting or within 20 days from the date of the notice of dismissal. The Minister may then, at his discretion, appoint a conciliation board to inquire into the matter.

The conciliation board is to consist of three members. Two members are to be nominated by the Saskatchewan Teachers' Federation and the Saskatchewan School Trustees' Association, respectively, and the

chairman is to be jointly named by the other two. The members of a board are to hold office for the calendar year in which they are appointed and may be reappointed. The board must complete its inquiry and make a written report of its decision within 20 days or within such longer time as the Minister allows. The board is also authorized to make such recommendations to the teacher and the school board as it deems advisable.

If, before the conciliation board begins its inquiry or within 10 days after it has made its report, the teacher and school board agree to accept the decision of the conciliation board, then an agreement to that effect must be drawn up in the prescribed form, in which case the decision of the board will be binding on the teacher and the school board.

Allowances and expenses of board members are to be paid from moneys appropriated by the Legislature for the purpose.

The Act comes into force from July 1, 1952.

Legislation establishing a procedure for collective bargaining between teachers and boards of school trustees for the purpose of adopting or revising a salary schedule was enacted in 1949. In this Act provision was made for the appointment of conciliation boards constituted in the same way as those to be set up under the Teacher Tenure Act.

One change was made in 1952 in the Teachers' Salary Negotiation Act with respect to the length of time during which a salary schedule adopted as the result of collective bargaining will remain in effect. A schedule goes into effect at the beginning of the next academic year following that in which negotiations take place and will now continue in effect until revised after further bargaining has taken place or until it has been replaced by a new schedule negotiated under the Act. Formerly, the Act provided that a salary schedule should remain in effect for at least one academic year.

This amendment is given effect retroactively from November 1, 1950.

### Hospital Insurance

An amendment to the Saskatchewan Hospitalization Act requires an employer, on the request of the collector, to deduct the hospital insurance tax due under the Act from the amount owing to an employee who is being paid by commission and pay it to the collector as soon as the amount of the tax is earned by the employee. Previously, the section requiring the

employer to deduct the tax referred only to an employee being paid wages or a salary.

A further amendment designates the portion of the province to which the Northern Administration Act applies as a collection district for the purposes of the Hospitalization Act as well as any city, town, village, rural municipality and local improvement district, as previously. The Minister of Public Health may also appoint a collector to collect the tax from the residents of any other designated part of the province.

### Employees' Pensions

Several amendments were made to the Power Corporation Superannuation Act, 1944, which provides for a contributory pension scheme for employees of the Saskatchewan Power Corporation, the government agency responsible for the supply of electrical energy in the province.

The maximum superannuation allowance which may be paid was increased in respect of an employee who retires or dies after April 1, 1952. If retirement or death occurs before April 1, 1953, the maximum yearly pension payable is \$2,200 and this amount is increased by \$200 each year until a maximum of \$3,000 is payable where a person dies or retires on or after April 1, 1956. The previous maximum was \$2,000.

In 1951 the Act was amended to enable an employee who reached the age of 60 to be retired at his option and to provide that employees who are not qualified for the requirements of their work may be retired on a reduced pension if they have served a total of 15 years. A 1952 amendment requires such employees to have served at least 15 years continuously after March 31, 1944, the date the Act went into effect.

Previously, no further contributions to the superannuation fund could be made by employees who had contributed for 35 years. Now, however, such an employee may continue his contributions if he has not reached the age of 60 and if his superannuation allowance at the expiry of the 35-year period would be less than the maximum allowed.

A further amendment enables an employee to elect to have his superannuation payments adjusted and paid in such amounts that he will receive the same allowance before the age of 70 as he will after he has reached that age and is receiving \$40 a month under the Old Age Security Act as well as his superannuation allowance.

Provision is also made for the service of persons now in the Armed Forces to be counted as service with the Power Corporation for the purpose of receiving an allowance under the Act.

Similar amendments were made with respect to the superannuation scheme set up under the Liquor Board Superannuation Act, 1944.

The Urban Employees' Superannuation Act, which was enacted last year to provide for a pension plan for the employees of urban municipalities (with certain exceptions) and larger school units, was amended to remove the restriction which limited the application of the Act to permanent full-time employees.

### Credit Unions

Amendments to the Credit Union Act provide for the establishment of a Credit Union Mutual Aid Fund for the purpose of protecting and stabilizing credit unions in financial difficulties and assisting in payment of any losses suffered by members of credit unions in liquidation.

The registrar of credit unions is required to take a vote of all unions to determine whether or not the boards of directors approve the establishment of the Fund. If the vote is favourable, the Lieutenant-Governor in Council may establish the Credit Union Mutual Aid Board to administer the Fund. The Board will be required annually to assess each credit union for an amount not exceeding five per cent of its surplus funds.

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## Legal Decisions Affecting Labour

Nova Scotia and Manitoba courts find Labour Relations Boards erred in exercising a discretion to refuse certification not conferred by the Acts. Quebec court rules that when an employee is dismissed between pay periods, required notice runs from end of current pay period

In *certiorari* proceedings instituted by the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 18, for review of a decision of the Nova Scotia Labour Relations Board, the Supreme Court of Nova Scotia quashed the Board's order refusing certification and directed the Board to reconsider the union application.

In Manitoba, a union application for an order of *mandamus* requiring the Manitoba Labour Board to certify the union as bargaining agent for the engineers and firemen employed by the Manitoba Sugar Company Limited was allowed by the Manitoba Court of King's Bench.

The Quebec Superior Court at Montreal, in an action brought by a construction superintendent who had been dismissed, awarded him \$535.71 as salary in lieu of notice.

### Supreme Court of Nova Scotia . . .

. . . holds that certification may not be withheld from a union satisfying the Act's requirements

The Nova Scotia Supreme Court on May 7, 1952, quashed an order of the Labour Relations Board (Nova Scotia) dismissing an application by the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 18, for certification as the bargaining agent of a unit of the employees of Smith & Rhuland Limited and issued an order requiring the Board "to determine the application for certification according to law".

Mr. Justice MacDonald gave reasons for decision, with which the other five judges concurred. He first outlined the proceedings leading up to the Board's order refusing certification. On September 28, 1951, the union filed an application with the Board, signed on its behalf by J. K. Bell and M. S. Hubley. The application fulfilled all requirements of the Trade Union Act and of the Regulations under the Act and made out a clear case for certification.

The employer filed a reply on October 10, stating that he did not desire to contest the application. On October 19, after time



for filing had expired, the Secretary-Treasurer of the company submitted a further statutory declaration stating that since filing the reply he had been informed that J. K. Bell, one of those who signed the application, was a professed Communist; and his reason for so believing was that in an article published in the *Financial Post* on September 28, 1946, J. K. Bell was listed as a Communist labour leader, and in the same publication on October 25, 1947, his picture appeared in a photograph of a group described as Communist labour leaders, and that he was at that time Financial Director of the Nova Scotia Labour Progressive Party and also Secretary-Treasurer of the Maritime Workers Confederation. The submission then requested that the Board make further investigation as to the record of J. K. Bell and as to the methods used in connection with the organization of the union.

The Board accepted this document as the reply of the employer, sent a copy to the union on October 25, and held a hearing on November 19. At the hearing the chairman announced that the union had made out a *prima facie* case for certification but that the reply had raised a question of sufficient importance to justify a hearing, the burden being on the employer to show sufficient cause for denial of the application.

The employer tendered eleven exhibits consisting of articles, items and photographs published in various newspapers containing reference to J. K. Bell and his alleged adherence to Communism. Union counsel produced one document in which 38 members of the applicant union denied having joined the Maritime Marine and Shipbuilders Federation (the parent organization of the union) as the result of any pressure. At the hearing, counsel for the employer stated that he did not contend that the union was Communistic or subversive in the sense that it could be held that it did not constitute a "trade union" within the meaning of the Act. He put his case on the ground that the Board should exercise its discretion to refuse to certify the applicant union on the basis of public policy if it found it to be under the influence of J. K. Bell, whom he asserted to be a Communist and one who would misuse the dominant influence which his position in the Federation gave him.

By letter of November 20, J. K. Bell informed the Board that he had ceased to be a provisional officer of the union on November 13, when it had elected its own local officers.

On December 7, the Board issued its order dismissing the application for stated reasons, summarized by Mr. Justice MacDonald as follows:—

(1) The main purpose of the Act is to facilitate collective bargaining in good faith between employers and employees. Certification confers on the union the power to require the employer to bargain with his employees through the union and to represent its member-employees and other employees. The public interest in the good faith exercise of these powers is very great.

(2) The Board finds (a) that the union is a part of the Federation; (b) that Bell is the Secretary-Treasurer of the Federation and its administrative officer; (c) that Bell exercises dominant leadership of the Federation; (d) that Bell signed the application as Provisional Secretary-Treasurer of the Union; (e) that Bell is a member of the Communist Party and the Labour Progressive Party.

(3) The Communistic Party rigidly requires its members to follow its policy, and uses union leadership to further policies directed to the destruction of our form of government.

(4) Consequently, to certify the union while its dominant leadership is provided by Bell, would be incompatible with collective bargaining, and would confer power to affect employer-employee interests upon persons who would inevitably use those powers primarily to advance Communist policies rather than for the benefit of employees.

(5) "Therefore exercising the discretion conferred by the Trade Union Act on the Board to refrain from certifying an applicant as bargaining agent when the Board is satisfied on reasonable grounds that certification would be inconsistent with the principle and purpose of the Act and contrary to the public interest, the Board denies certification to the applicant herein."

The union, by means of an application in the Supreme Court of the province for an order of *certiorari*, sought to have the Board's order quashed on the grounds that the order on its face revealed that the Board acted in error of law in assuming to exercise a discretion to reject the application which it did not possess in law.

Mr. Justice MacDonald then cited examples of the Court's power to investigate and to quash orders of a Labour Relations Board as being made without jurisdiction or founded on an error of the law with respect to jurisdiction, and found that the Court's authority to do so was well established.

He then stated that the primary question for the Court to decide was whether the Board was legally correct or otherwise in purporting to have a discretion in law to refuse certification to the applicant union, which admittedly had complied with all the express requirements of the Act, and,

if so, did that discretion extend to its refusal to certify for the reasons of policy stated in the order. As shown by the order, the position of the Board was that it has discretion to refuse certification to a union where such certification would in its opinion be contrary to the principles and purposes of the Act and contrary to the public interest, and that it did so refuse certification in this case because of Bell's adherence to Communism and his connection with the Federation and union.

His Lordship first considered whether the Board had any discretion to refuse certification to the applicant union.

The power to certify is conferred by Section 9 (2) which enacts that (after the Board has determined that a unit appropriate for collective bargaining exists, etc.) "*the Board may certify the trade union as the bargaining agent of the employees in the unit*". The counsel for the Board contended that the Board had a residuary discretion to refuse certification even where, as in this instance, the applicant had complied with the express requirements of the Act. He argued that according to the Interpretation Act the word "may" must be constructed as permissive unless that reading of "may" in the context of the clause in which it stands would render that clause irrational and without meaning, and that the Common Law also required that "may" in this section be read as merely permissive and enabling.

In Mr. Justice MacDonald's view, the decision whether "may" should be interpreted as permissive or imperative turns not merely upon the provision in which the term appears, but upon the effect of the whole text of the Act. After examining the authorities, he concluded that

by the Interpretation Act and by the Common Law decisions alike, we are entitled to look at the text and objects of the Act in order to determine whether it would be inconsistent with the intent and object of the Act to read the empowering words in their *prima facie* sense as words of discretion or whether, as I think, they must be read as imposing a duty to certify when the statutory prerequisites have been satisfied.

He then proceeded to examine the text of the Nova Scotia Trade Union Act:—

The purpose of the certification provisions of the Act is to facilitate collective bargaining between an employer and his employees, as to terms of employment by establishing a process whereby a trade union on establishing its right to represent a group of employees, as evidenced by an Order of Certification issued by the Board (S. 9), secures the exclusive right to represent the employees in the group,

replaces any previously certified bargaining agent, and becomes substituted as party to any existing agreement (S. 10); and upon notice being given to the employer, he becomes bound to meet and negotiate with the Union in the attempt to come to a collective agreement (S. 12). During the period of negotiation strikes and lockouts are prohibited (S. 21). Any collective agreement which results becomes legally binding on the union and the employees and upon the employer (S. 18), under penalties (S. 42); a result far different from that which is produced by an agreement with an uncertified union.

The provisions leading up to certification or its refusal begin with the stipulation that every employee has the right to be a member of a trade union and to participate in its activities. A trade union claiming to have as members in good standing a majority of employees in a unit appropriate for collective bargaining may make application to the Board to be certified (S. 7). It is for the Board to determine that the union has among its members in good standing a majority of the employees in a unit. The Board must also determine whether the unit is appropriate for collective bargaining. For this purpose the Board "shall have regard to the community of interest among the employees in the proposed unit in such matters as work location, hours of work, working conditions and methods of remuneration". Special provision is made for members of a craft. Where a group of employees belong to a craft exercising technical skills by reason of which they are distinguishable from the employees as a whole and the majority of the group are members of one trade union pertaining to such craft or other skills, the trade union may apply to the Board, subject to the provisions of Section 7 of this Act, and "*shall be entitled to be certified*" as the bargaining agent of the employees in the group if the group is otherwise appropriate as a unit for collective bargaining.

In addition to determining the existence of a majority in favour of the applicant, the Board must decide five questions which normally arise in certification proceedings; that is, whether:—

- (1) a person is an employer or employee;
- (2) an organization or association is an employers' organization or a trade union;
- (3) a group of employees is a unit appropriate for collective bargaining;
- (4) an employee belongs to a craft or group exercising technical skills; or
- (5) a person is a member in good standing of a trade union.

Even if all these questions have been answered in favour of the applicant, there is one further question, viz., that of



employer-domination, which, if answered adversely, destroys the power to certify. No trade union, the administration, management, or policy of which is dominated by an employer, so that its fitness to represent employees for the purpose of collective bargaining is impaired, shall be certified.

Mr. Justice MacDonald then asserted that the Act sets out the basic conditions for certification and imposes on the Board the duty of deciding upon their existence, thus raising the general inference that when the Board has satisfied itself as to these it must certify.

Only as to the determination of the appropriateness of the unit has the Board any stated discretion and in that case it is given a standard to apply, viz., community of interest.

Mr. Justice MacDonald next commented on the fact that the section dealing with certification of craft units states that a union "shall be entitled to be certified" as an agent for such a unit. In his opinion it was obvious that this was not intended to confer any special rights in respect of a craft unit. The implication is clear that if an applicant has successfully met the various tests and conditions provided by the Act, it will be entitled to be certified. At all events, he considered that this language goes some distance to rebut the idea "that such a union may still be bowled out by the exercise of a residuary discretion to refuse certification". He also pointed out that the fact that Section 9 (2), setting out the general power to certify, is followed by the provision disabling the Board from certifying an employer-dominated union may well account for the use of "may" in the expression "the Board may certify".

Moreover, he was of the opinion that the existence of the provision regarding employer-dominated unions is inconsistent with the idea of discretionary refusal of certification on grounds of policy. The plain inference is that the Legislature did not intend to express any other disabling policy or to confer any discretion to refuse certification on any other general ground.

For these reasons he came to the conclusion that (except where employer-domination has been found) Section 9 (2) must be construed as imposing a duty upon the Board to certify an applicant which has satisfied the express conditions of the Act.

The same result is reached if the governing principle of the Act is examined to determine which interpretation of "may" seems better to carry out the system it

embodies. Mr. Justice MacDonald quoted authorities to establish that where alternative constructions are equally open, that alternative is to be chosen which will be consistent with the smooth working of the system which the statute is intended to regulate.

To my mind the object of the Act is to facilitate collective bargaining and stabilize industrial relations by enabling a union to establish before the Board its ability to represent a group of employees; and, with this controversial question settled, to require the employer, upon notice from the union, to negotiate with it and (with the aid of conciliation services) to promote the conclusion of an agreement which shall be legally enforceable; and generally to ensure a greater measure of industrial peace to the public. Certification is, of course, not necessary for collective bargaining, but the policy of the Act undoubtedly is to promote it as a means to more orderly bargaining.

He went on to say that nothing would be more calculated to introduce uncertainty, friction or confusion into the working of the system than a construction which would entitle the Board to refuse certification for a reason nowhere stated in the Act, in the exercise of a discretion nowhere expressly stated.

His Lordship concluded, therefore, that the Act does not confer on the Board any discretion to refuse certification to an applicant union which has complied with the express requirements of the Act.

Although this conclusion was sufficient to dispose of the case, Mr. Justice MacDonald went on to consider, assuming that his conclusion was wrong and that the Board had discretion to refuse certification, whether that discretion embraced the grounds upon which the refusal was actually made.

Those grounds were that, considering the nature of Communism and its discipline over its members, and that as Bell is a Communist and exercises dominant leadership in the Federation and in the applicant union, certification would confer powers which he would inevitably use primarily to advance Communist aims and policies, and that therefore certification would be inconsistent with the principle and purposes of the Act and contrary to the public interest.

Assuming that every statement of fact concerning Bell were true, His Lordship pointed out that the Board's order did not say that Bell had actually misused his position in the Federation or that he had succeeded in perverting the Federation or the Union from their true purpose; nor that the union or the Federation is Communistic, or that any Communistic



activity had actually occurred on the part of Bell or either organization. This distinguishes the case from that of *Branch Lines Ltd. v. Canadian Seamen's Union*, a decision of the Canada Labour Relations Board.

He stated that he was prepared to take judicial notice of the nature of Communism as a conspiratorial and revolutionary organization and of the rigid conformity to its policies which it enforces on its members, and in particular of its policy of infiltration of trade unions. He pointed out also that the governments of the English-speaking world have differed radically as to the means of containing or suppressing Communistic activities, as for example by wholesale prohibition in Australia and, in the United States, by compulsory registration of Communist organizations and disclosure of membership, etc. In other countries the reliance seems to be less on special enactment than on the ordinary law, the inherent virtues of democracy and on enlightened social policy designed to remove the conditions in which subversive Communism thrives. He pointed out that no legislation of the Canadian Parliament was called to the Court's attention which makes it unlawful for a man to be a member of the Communist Party or the Labour Progressive Party, or for a Communist to hold office in a trade union or to spread Communistic doctrine by means short of sedition. Nor is there any Nova Scotia legislation which directly aims at the suppression or the control of Communistic activity in labour unions.

In His Lordship's view, the Board's contention that it has been empowered by the Legislature to deal with Communism or Communists in relation to unions which apply to it for certification had to be considered against this background. As no such power was given expressly, the Board's argument implied that the Legislature intended to secure this result by resort to ambiguity. If the Legislature had intended to vest any such protective discretion in the Board, it would have done so in clear terms. It could have done so by the addition of a few words to the provision which makes an employer-dominated union ineligible for certification.

Accordingly I cannot conclude that the Legislature empowered the Board by mere implication to exercise its discretion (if it be held to have such) to refuse certification upon the grounds assigned in the Order in question, which are grounds of mere apprehension that one Communist in a parent organization would not merely attempt but succeed in perverting the applicant union's purpose in labour relations.

For these reasons the Court quashed the Board's order dismissing the union's application and directed the Board to determine the issue according to law. *Re Labour Relations Board (Nova Scotia)*, Supreme Court of Nova Scotia, May 7, 1952.

### Manitoba Court of King's Bench . . .

. . . holds that Labour Board's refusal to certify craft unit was based on matters outside its scope

On January 16, 1952, the Manitoba Court of King's Bench issued a *mandamus* order directing the Manitoba Labour Board to certify the International Union of Operating Engineers, Local 827 (AFL), as bargaining agent for the engineers and firemen employed by the Manitoba Sugar Company Limited.

The Board on March 14, 1951, had dismissed the union's application for certification on the grounds that the engineers were called upon to exercise their technical skill and were distinguishable from the other employees by reason of their craft for only about ten weeks in the year and that they were already adequately represented by the certified bargaining agent for all the employees of the plant. The Court held that, since the proposed craft unit was a group exercising technical skills and was appropriate for collective bargaining, the Board was required by the Manitoba Labour Relations Act to certify the applicant union.

Mr. Justice Campbell quoted in full the reasons for decision issued by the Labour Board when it dismissed the union's application and the minority report issued by the two members of the Board who dissented from that decision. These reports gave the facts of the case. The applicant union wished to be certified as bargaining agent for five engineers and firemen employed by the company in a beet-sugar processing plant at Fort Garry. All five employees were members of the applicant union and were also members of the intervening union, Local 404 of the United Packinghouse Workers of America, the certified bargaining agent for all employees of the plant. During a ten-week period each year locally called the "campaign", the plant was operated day and night, seven days a week, until processing was completed. At this time the engineers and firemen operated the high-pressure steam plant. During the rest of the year the engineers, along with a small number of permanent employees, were engaged in examining and dismantling machinery and other miscellaneous work not related to their technical skill.

The application for certification was made under Section 8 of the Manitoba Labour Relations Act, which reads:—

When a group of employees of an employer belong to a craft or group exercising technical skills, by reason of which they are distinguishable from the employees as a whole and the majority of the group are members of one trade union pertaining to such craft or other skills, the trade union may apply to the Board, subject to the provisions of Section 7, and shall be entitled to be certified as the bargaining agent of the employees in the group if the group is otherwise appropriate as a unit for collective bargaining.

The five members of the Board who concurred in the decision to dismiss the application held that the words "shall be entitled" were not obligatory because of the closing words of the section: "If the group is otherwise appropriate as a unit for collective bargaining." They pointed out that the Board is given discretionary power by Sections 9 and 2 (3) of the Act to determine whether the unit shall be an employer unit, craft unit, technical unit, plant unit or any other unit. In their view, since the engineers were distinguishable from the other employees for only approximately 68 days each year, it was appropriate to include them in the same bargaining unit as the other employees. The majority report of the Board concluded:—

The Board is of the opinion that a bargaining unit is appropriate if the interests of the employees therein are capable of being adequately represented by a common group of bargaining representatives.

The Board is of the further opinion that the present certified agent is capable of adequately representing the five employees, members of the applicant union who are employed in a composite capacity the full year like the other plant employees, and who like the other plant employees are only called upon in the course of their composite employment to exercise their craft or technical skill for approximately 68 days out of a full year's employment.

Having taken all the factors into consideration plus the mutuality of interest amongst the group and the efficient operation of the plant the application is accordingly dismissed.

The two dissenting members of the Board considered that the certification of a craft union where the unit was appropriate was made mandatory by the words "shall be entitled" in Section 8. Section 9, referring to non-craft groups, provided only that the Board "may certify the trade union", and yet the Board, in common with other Labour Relations Boards across

Canada, had interpreted this provision as mandatory. The minority report maintained that, since "shall" could not be less obligatory than "may", certification should not have been denied the craft union in this case.

After quoting these reports, His Lordship proceeded to determine whether in this instance the union could take proceedings in its own name or whether a representation order was necessary. He was of the opinion that action in contract and tort must be distinguished from an application such as this for an order under the Manitoba Labour Relations Act. He held that this Act, which defines "trade union" and confers powers and rights upon it, gave the union a status as a legal entity to take court proceedings in this case.

Mr. Justice Campbell then examined the sections of the Manitoba Labour Relations Act relating to an application for certification by a craft union. He quoted Section 2 (3), which states that a unit appropriate for collective bargaining may be an employer unit, craft unit, technical unit, plant unit or any other unit. Referring to Section 8, he stated that the duty of the Board in considering an application made under this section was to decide that the employees in the unit belonged to a craft by reason of which they were distinguishable from the employees as a whole, that a majority of them were members in good standing of the applicant which must be a union pertaining to their craft, and that the group of employees was otherwise appropriate as a unit for collective bargaining.

His Lordship noted that the applicant union satisfied these requirements. He found that the five employees for whom the applicant union desired to be the certified bargaining agent belonged to a craft, since they held certificates under the Manitoba Steam Boiler and Pressure Plant Act. All five were members of the applicant union. The requirement that the unit must consist of more than one person had been met.

Mr. Justice Campbell recognized the power conferred on the Board by Section 9 (1) to "determine whether the unit in respect of which the application is made is appropriate for collective bargaining." He was of the opinion that this power "must be exercised without taking into account any reason which is not a legal one." He maintained that the Board had not found the bargaining unit inappropriate under the provisions of the Act but had dismissed the application on other grounds. The Board's reasons for decision did not



mention that the unit was inappropriate, and His Lordship could not envisage any reasons for such a finding.

He was of the opinion that the Board had acted upon factors that should not have been taken into consideration, such as the small number of engineers, the fact that another union was already certified as bargaining agent, and the fact that the employer might not want a second union in his plant, even a craft union.

Referring to the "mutuality of interest" and "efficient operation of the plant" discussed in the Board's report, he pointed out three facts which seemed to have been ignored. First, the "campaign season" was the sole purpose for the existence of the company, and the other activities carried on for the remainder of the year were incidental to that purpose. Secondly, the "campaign season", lasting approximately 75 days during which the plant was operated 24 hours a day, was the equivalent of 225 days of eight hours each, or 40 weeks of 44 hours each. Thirdly, without certificated engineers the company could not operate. Mr. Justice Campbell considered that these three facts were reasons why the engineers were entitled to be represented by a separate craft union.

In conclusion, His Lordship stated that the Board's decision to refuse certification was based on matters outside its scope. He held that, where the bargaining unit was appropriate and the other conditions required by the Act had been fulfilled, it was imperative that the Board certify an applicant union unless the applicant were irresponsible, subversive, or otherwise *mala fide*. In this case there were no circumstances to permit the Board to withhold certification.

His Lordship held that the Board's ruling was open to review by the Court in spite of Section 59 (1) of the Labour Relations Act, which reads:—

If in any proceeding before the Board or otherwise in the course of administration of this Act a question arises under this Act as to whether . . . (f) a group of employees is a unit appropriate for collective bargaining; (g) an employee belongs to a craft or group exercising technical skills; . . . the Board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act.

He referred to a recent interpretation of a similar section in the Nova Scotia Trade Union Act in the case of *Rex v. Labour Relations Board* (L.G., 1951, p. 1697). The Court there ruled that "the privative

provisions of Section 58 were not apt enough to oust the court from reviewing this question of jurisdiction."

In considering whether *mandamus* was the appropriate remedy, His Lordship stated that an order of *mandamus* could be used by the courts to impose the rule of law on every department, tribunal, body or person charged with the performance of a public duty and failing to perform it. He referred to the case *In re United Steelworkers of America and B.C. Labour Relations Board* (L.G., 1951, p. 860), in which a limited *mandamus* was granted. In the present case the Board had neglected to perform its duty in failing to certify the applicant union although the bargaining unit was appropriate. The Court accordingly issued a writ of *mandamus* requiring the Board to grant certification—*In re International Union of Operating Engineers and Manitoba Labour Board*, [1952] 5 WWR (NS) 264.

### Quebec Superior Court . . .

. . . rules on length and starting date of notice to which an employee is entitled on dismissal

In Montreal on January 30 the Quebec Superior Court held that an employee whose salary was payable semi-monthly and who was dismissed without notice was entitled to payment of wages for the balance of the current pay period in addition to a half-month's salary in lieu of notice. The plaintiff was a construction superintendent who had been dismissed without notice three days after the beginning of a pay period.

Mr. Justice Batshaw stated first that the defendant, a construction company, had not attempted to prove that the plaintiff was incompetent in his job, nor was it established that dismissal for cause without notice was permissible under the terms of the contract. The sole issue remaining in the case was the question: to what length of notice was the plaintiff entitled upon dismissal?

The plaintiff claimed that, since his employment was for an indeterminate period at the rate of \$600 a month, he was entitled to one month's notice or \$600 in lieu of notice. He maintained that the notice period must be a full calendar month commencing on the first day of a month. Since he was discharged on February 3, 1951, he claimed \$537.71 as salary for the unexpired portion of February, in addition to \$600 for the month of March in lieu of the period of notice.

The company argued that the construction superintendent was entitled to notice of only half a month, since he was paid



twice a month. Through the evidence of the personnel manager, it was established that the employees of the company were paid semi-monthly and that if the plaintiff had remained in his employment he would have been paid twice a month. Actually the plaintiff was employed only six days and had received two cheques from the company, one for three days ending January 31 and the other for three days ending February 3.

His Lordship stated that the issue involved two questions of law: whether the length of the notice is determined by the rate of pay or the period of payment, and whether it starts at the date of dismissal or only at the expiration of the current pay period where the dismissal takes place between two dates of payment. On the first question, he cited two decisions of the Supreme Court of Canada which had clarified the law as to the length of notice required.

In the case of *Asbestos Corp. v. Cook* [1933], SCR 86, the Court decided that a contract stipulating a salary for the month or year is a contract for an indeterminate period, from which either party may liberate himself by giving reasonable notice.

In the case of *Stewart v. Hanover Fire Insurance Co.* [1936], SCR 177, the Court accepted the rule that in general the length of the notice should be the same as the period of payment of the salary.

This principle was reaffirmed in *Concrete Column Clamps Ltd. v. Pepin* [L.G., 1950, p. 1072], in which the Quebec Courts held that a chauffeur whose salary was paid weekly was entitled to a week's notice upon dismissal without cause.

Following this rule His Lordship held that the plaintiff in this case was entitled to a notice of only half a month and that he should be paid the sum of \$300, the amount of a fortnight's salary.

Mr. Justice Batshaw went on to consider the second question of whether the notice should run from the date of

dismissal, February 3, or from the end of the current pay period, February 15. Was the plaintiff entitled to payment for the 12 days of the unexpired current period in addition to his salary for the notice period of half a month? His Lordship stated that no previous decision of the courts had discussed this particular issue directly. He cited first two cases where the Court had accepted as sufficient the payment of a month's salary in lieu of a month's notice to an employee whose salary was payable monthly without making reference to the date at which the notice was to begin.

On the other hand, there had been decisions of the Courts where it was held that the period of notice must begin at the end of an unexpired pay period. In *Lacasse v. Tuckett* [1924], 36 KB 321, an employee on a salary payable monthly had been given notice on April 19 and it was held that the contract would terminate only at the end of May as if notice had been given on the last day of April. In *CNR v. Lévesque* [1925], 39 KB 165, it was held that railroad employees engaged for an indeterminate period and paid monthly were entitled to one month's notice or one month's salary in lieu of notice, in addition to salary for a month already begun before notice was given.

Mr. Justice Batshaw's thinking was in line with the two last-named decisions. In his view, when an employee whose salary is paid by the month is dismissed without cause after a monthly pay period has begun, he should be paid for the balance of the current pay period before the notice period commences to run. The Court accordingly awarded the plaintiff the sum of \$235.71, being the amount due for the period from February 3 to February 15, in addition to the \$300 in lieu of salary for the notice period of half a month, making a total of \$535.71.—*Leclerc v. Cartier Construction Company Limited*, *Rapports Judiciaires de Québec* [1952], CS Montreal, Nos. 3 and 4, 103.

## U.S. Court Rules on Bargaining Outside Contract

The U.S. Court of Appeals at New York has upheld the National Labour Relations Board's principle that parties to a contract may not lawfully refuse to bargain during the contract's term on subjects not covered therein and not discussed in the negotiations.

Before the Taft-Hartley Act was passed, there were no specific limitations on the

duty to bargain. The NLRB had held that, under the Wagner Act, employers were required to discuss any subject, regardless of whether the contract already bound the parties on the matter to be discussed. The Taft-Hartley Act introduced a limitation: parties need not discuss or agree to any changes in matters already closed by the contract.

# Recent Regulations, Federal and Provincial

Higher minimum rates brought into effect in construction industry in Manitoba. Medical examinations and issue of health certificates are provided for Ontario workers exposed to silica dust. Ontario brings some industries previously excluded under Workmen's Compensation Act

Higher minimum rates in the construction industry in Manitoba have been brought into effect with the issuing of the annual fair wage schedule.

New regulations made under the Ontario Silicosis Act, 1950, provide for medical examinations of workers exposed to silica dust and the issue of health certificates. The Act requires any person employed in a process where he is so exposed to hold a health certificate. The regulations, which now apply in certain parts of Ontario, will be progressively brought into effect in the whole province.

Certain industries excluded from coverage of the Ontario Workmen's Compensation Act where fewer than a stated number of workmen are employed will be brought under the Act, regardless of the number of workers employed, with the repeal of sections of the regulations under the Act. The change becomes effective January 1, 1953.

## FEDERAL

### Canada Shipping Act

#### Pilotage By-laws

##### *Montreal District*

Amendments to the by-laws of the Montreal Pilotage District, approved by P.C. 2202 on April 10, raised the pilotage rates, the rates for movages, and the detention allowance payable to a pilot if, under certain circumstances, he is detained on board a vessel beyond one hour. The detention allowance was raised from \$2 to \$2.50 per hour and the maximum amount payable for a day from \$15 to \$17. The sum due to a pilot who reports at a vessel on request and whose services are not required was increased from \$5 to \$8. If the request for his services is cancelled after the expiration of one hour, he must be paid, in addition to the \$8, the sum of \$2.50 per hour, subject to a maximum of \$17 a day.

It is now provided that a committee of five pilots appointed annually as directors of the association known as "United Montreal Pilots" is to be recognized by the Pilotage Authority as representing the pilots who are signatories to the contract of the United Montreal Pilots.

All pilotage dues remaining after the Pilotage Authority has deducted the amount required for the Pilots' Pension Fund are to be paid to and administered by the United Montreal Pilots, and its Secretary-Treasurer is required to send to the Pilotage Authority at the end of each month a statement showing the pilotage dues received during the month and the distribution of the money received. The amendments were gazetted on April 23.

##### *District of New Westminster*

By P.C. 2501, made and effective April 30 and gazetted May 14, an amendment to the by-laws of the New Westminster Pilotage District providing for a surcharge of 30 per cent on pilotage dues was approved. The 30 per cent surcharge was introduced by an amendment gazetted June 27, 1951 (P.C. 3102) for a period of one year only.

##### *District of British Columbia*

A new by-law of the District of British Columbia requires the Pilotage Authority to set aside each fiscal year for the Pension Fund not less than 10 per cent of the pilotage dues received. The percentage must be fixed by the Pilotage Authority at the beginning of each fiscal year after consultation with the Pilots' Committee. If the total amount contributed to the Fund between April 1, 1952, and the end of any fiscal year averages less than \$900 a year for each pilot, the Pilotage Authority may have an actuarial investigation made to determine what adjustments may be necessary to provide for future benefits.

Further amendments provide that a pilot who has served five years or more is entitled upon retirement to a pension of \$90 for every year of service for the remainder of his life, with a maximum of \$2,250 a year, and that his widow will receive \$60 per month for the remainder of her life. The widow of a licensed pilot who dies in service will receive a similar monthly pension. These amendments were approved by P.C. 2440 on April 25 and gazetted May 14.

##### *District of Quebec*

Amendments to the pilotage by-laws of the District of Quebec raised the pilotage

dues, the detention allowance to which a pilot is entitled if detained on board a vessel for more than one hour for any reason other than stress of weather or an accident for which he is responsible, and the sum to be paid a pilot who reports for work and whose services are then not required. The increase in the detention allowance is the same as that reported above for the Montreal District. These amendments were approved by P.C. 2311 on April 22 and gazetted May 14.

### Emergency Powers Act

The Great Lakes Seamen's Security Regulations established by P.C. 3855 of July 24, 1951 (L.G., 1951, p. 1389) were repealed and replaced by P.C. 2306, made on May 2 and gazetted May 14.

The new regulations are substantially the same as those they replace. A seaman on board a Canadian ship in the Great Lakes and St. Lawrence River must hold either a provisional or a regular seaman's card. Under the previous regulations, employment was permitted under an interim card until the end of 1951.

A small change was made with respect to the revocation of a seaman's card to add the provision that a card which has been revoked must be surrendered to an officer or person designated by the Minister of Labour or, as previously, must be delivered to a National Employment Office.

The new regulations revise the provisions dealing with the procedure by which a seaman who has been refused a card or whose card has been revoked may make an appeal. Where a seaman whose application for a card has been refused or whose card has been recalled requests the Minister that his case be reviewed, an advisory committee of at least three members must make an investigation and report its views to the Minister. Subject to the direction of the Minister, the committee must permit the seaman to make representations to it either personally or with the assistance of legal counsel and must give him all information possible without prejudice to the security of Canada and the public interest. The committee may determine its own procedure, subject to any rules made by the Minister. After considering the report of the committee, the Minister may grant or refuse to grant a seaman's card to the person requesting the review, and his decision is final.

### Industrial Relations and Disputes Investigation Act

An amendment made by the Canada Labour Relations Board to its Rules of

Procedure (established by P.C. 4682 of October 22, 1948) was approved by P.C. 2007 on April 4 and gazetted April 23.

The amendment provides that, where the Board has reserved decision on the hearing of an application or any other matter, it may make a decision disposing of the issue at a subsequent meeting even if the members of the Board at the later meeting are not the same members who were present at the hearing.

## PROVINCIAL

### Alberta Old Age Assistance Act

The Alberta Government has adopted new regulations, in view of the enactment of the Old Age Assistance Act at the 1952 session authorizing the carrying out of the joint federal-provincial old age assistance program in Alberta. The 1952 Act, effective from January 1, repeals the Old Age Pensions Act passed in 1951; the new regulations replace similar regulations (O.C. 1852-51 and O.C. 1850-51) made last December under the 1951 Act.

Since the payment of old age assistance is made under conditions laid down by the federal Old Age Assistance Act, O.C. 526-52 adopts the regulations made by the federal Government (P.C. 6596) (L.G., March, 1952, p. 310) as regulations under the Alberta Act.

The province administers the assistance, makes payment to the recipients and receives a refund from the federal Government. O.C. 527-52 provides for the administration of old age assistance by the Old Age Pensions Board. These regulations are like those issued earlier, with one new section added. This provides that when a recipient dies payment of assistance for the month in which the death occurs may be made to such person as the Old Age Pensions Board may direct. If a cheque remains unendorsed at the date of the recipient's death and is returned to the Provincial Treasurer, another cheque for the same amount may be issued to the person named by the Board. These regulations were gazetted April 30.

### Alberta Blind Persons Act

The regulations providing for the payment of allowances to blind persons, previously issued under the Alberta Old Age Pensions Act, were similarly brought under the new Blind Persons Act, passed in 1952. O.C. 528-52 adopts the regulations governing the payment of blind pensions established by the federal Government by



P.C. 6595; O.C. 529-52 re-issues the administrative regulations, which now include the same new provision governing payment for the month in which a recipient dies that was added to the old age assistance regulations.

Another Order in Council, O.C. 530-52, provides that a three-member Old Age Pensions Board is now established under authority of four new Alberta Acts: The Blind Persons Act, the Old Age Assistance Act, the Supplementary Allowances Act and the Widows' Pensions Act. The appointment of the Board is retrospective to April 1.

These Orders in Council were gazetted April 30.

### **British Columbia Hospital Insurance Act**

An amendment to the general regulations under the British Columbia Hospital Insurance Act increased the payments which may be made for hospital services rendered by hospitals outside of British Columbia. The maximum daily rate payable was raised from \$6.50 to \$8, and for new-born babies from \$3 to \$3.50. The amendment was made by an Order in Council of May 5 and gazetted May 15.

### **British Columbia Male and Female Minimum Wage Acts**

The hotel and catering Order for resort hotels in unorganized territory during the summer season has been replaced by a new Order which applies for a month longer than the earlier one, covering the period from June 1 to September 30 of each year rather than from June 15 to September 15. Thirteen villages were added to the list of cities, districts and villages within which the Order is not effective.

There are no changes in hours, which are restricted to 10 in a day and 52 in a week. Not less than time and one-half the regular rate must be paid for all hours worked in excess of 44 in a week. A rest period of 24 consecutive hours in each calendar week is required unless the Board of Industrial Relations approves a different arrangement. The new Order (No. 54), which was gazetted May 8, went into force June 1.

### **Manitoba Fair Wage Act**

#### **Fair Wage Schedule for 1952-53**

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 15/52) was

gazetted on April 19 and will be in effect from May 1, 1952, to April 30, 1953. The schedule is chiefly based on provisions of existing collective agreements and it is stipulated that it may be amended to meet war emergency conditions by agreement between the parties affected and that the changes must be approved by the Minister of Labour and published in the *Manitoba Gazette*.

"Public work" includes public works authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

"Private work", as defined in the Act, means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District, or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds \$100.

All the minimum hourly rates in Part I of the schedule were raised except those for electrical workers and stonecutters. The increases vary from 2 to 40 cents an hour. A rate of \$1.65 an hour is set for the first time for licensed journeymen in the electrical trade in the town of Flin Flon. For these workers a maximum 48-hour week is set. Two rates are fixed for lathers working on wood, wire or metal in Zone "A". Such workers must receive \$1.55 an hour until July 31 and an additional 5 cents an hour after July 31.

Maximum weekly hours were lowered in two cases—for bridge and structural steel and iron workers in Zone "A" from 44 to 40, and for sheet metal workers in Zone "A" from 44 to 42½.

In Part II of the schedule the minimum rates for all classes of workers, except watchmen and flagmen engaged on public road and bridge works in those parts of the province outside the limits of the city of Winnipeg, were raised by 5, 7 or 10 cents an hour. The rate for watchmen and flagmen remains unchanged at 70 cents per hour. The maximum hours of straight-time rates over each two-week period remain at 108.

As before, with respect to overtime, it is provided that time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

Employers in construction work in Greater Winnipeg are required to affix vacation with pay stamps in a worker's stamp book to the extent of 2 per cent of the total wages earned in each pay-period.

The schedule follows:—

### FAIR WAGE SCHEDULE

#### Zone "A" Rates Apply:

To both "public work" and "private work" as defined in the Act, in Winnipeg and a radius of thirty (30) miles.

#### Zone "B" Rates Apply:

(1) To "public work", as defined in the Act, in all other parts of the province except where Zone "A" or Zone "C" rates apply.

(2) To "private work", as defined in the Act, wherever the population exceeds 2,000 except where Zone "A" or Zone "C" rates apply.

(3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.

#### Zone "C" Rates Apply:

To "public work" and "private work", as defined in the Act, in the City of Brandon.

### SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1st, A.D. 1952, on "Private Work" and on "Public Works", as described above:—

Occupation	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm. Per Hour	Max'm. Per Week	Min'm. Per Hour	Max'm. Per Week	Min'm. Per Hour	Max'm. Per Week
	\$		\$		\$	
1. Asbestos Workers—						
(a) Journeyman.....	1.70	40	1.60	48	1.60	48
(b) 1st Class Improvers.....	1.40	40	1.35	48	1.35	48
(c) 2nd Class Improvers.....	1.25	40	1.20	48	1.20	48
2. Bricklayers.....	2.00	40	1.85	44	1.90	44
3. Bridge and Structural Steel and Iron Workers	1.90	40	1.90	44	1.90	44
4. Carpenters and Millwrights.....	1.80	40	1.65	44	1.70	44
5. Cement Finishers (in warehouse or large floor area jobs).....	1.15	48	1.10	48	1.15	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.65	40	1.50	48	1.55	48
Licensed Journeyman.....	Town of Flin Flon \$1.65 per hour					
7. Elevator Constructors (passenger and freight) Helpers.....	1.80	40	1.80	44	1.80	44
	1.26	40	1.26	44	1.26	44
8. Building Labourers—						
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	1.15	48	1.10	48	1.15	48
(b) General Building Labourers.....	.95	48	.90	48	.95	48
9. (a) Lathers, Wood, Wire and Metal (May 1, 1952 to July 31, 1952).....	1.55	40				
(Aug. 1, 1952 to Apr. 30, 1953).....	1.60	40				
(b) Lathers, Metal.....			1.45	48	1.50	48
Other than Metal.....			1.25	48	1.25	48
10. Linoleum Floor Layers.....	1.05	48	1.00	48	1.05	48
11. Marble Setters.....	1.80	40	1.65	44	1.70	44
12. Mastic Floor Kettlemen.....	.95	48	.90	48	.95	48
13. Mastic Floor Rubbers and Finishers.....	.95	48	.90	48	.95	48
14. Mastic Floor Spreaders and Layers.....	1.15	48	1.10	48	1.15	48
15. Operating Engineers and Firemen on Construction—						
Class A: Engineers in charge of hoisting engines of three drum or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.55	48	1.35	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material, or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.55	48	1.35	48	1.45	48

SCHEDULE "A"—PART I—Continued

The following schedule shall apply from and after May 1st, A.D. 1952, on "Private Work" and on "Public Works", as described above:—

Occupation	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm. Per Hour	Max'm. Per Week	Min'm. Per Hour	Max'm. Per Week	Min'm. Per Hour	Max'm. Per Week
15. Operating Engineers and Firemen on Construction—(Cont'd)	\$		\$		\$	
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....	1.40	48	1.25	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting Engineers in charge of same.....	1.15	48	1.05	48	1.15	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	1.15	48	1.05	48	1.15	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....	1.15	48	1.05	48	1.15	48
16. Painters, Decorators, Paperhangers and Glaziers.....	1.55	40	1.50	48	1.55	48
Swing Stage and Spray Painters.....	1.65	40	1.60	48	1.65	48
17. Plasterers.....	2.00	40	1.85	44	1.90	44
18. Journeymen of the Plumbing and Pipefitting Industry.....	1.90	40	1.50	44	1.55	44
Helpers.....	1.15	40	1.05	44	1.10	44
19. Roofers—Mop Handlers.....	.95	48	.90	48	.95	48
20. Sewer Construction Work—						
(a) Caisson Workers.....	1.15	48	1.10	48	1.15	48
(b) Labourers.....	.95	48	.90	48	.95	48
(c) Pipe Layers.....	1.00	48	.95	48	1.00	48
(d) Tunnellers.....	1.00	48	.95	48	1.00	48
21. Sheet Metal Workers.....	1.65	42½	1.35	48	1.40	48
22. Shinglers.....	1.40	40	1.30	48	1.35	48
23. Stonecutters.....	1.57	44	1.47	48	1.57	48
24. Stonemasons.....	2.00	40	1.85	44	1.90	44
25. Terrazzo and Oxi-Chloride Workers—						
(a) Layers.....	1.60	40	1.60	48	1.60	48
(b) Machine Rubbers (Dry).....	1.15	48	1.10	48	1.15	48
(c) Machine Rubbers (Wet).....	.95	48	.95	48	.95	48
26. Tile Setters (including all clay product tile and Vitrolite Glass).....	1.80	40	1.65	44	1.70	44
27. Tile Setters (plastic, metal, asphalt, rubber, and linotile).....	1.30	40	1.15	48	1.20	48
28. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	1.25	48	1.25	48	1.25	48
29. Truck Drivers (while in charge of truck on construction work only).....	1.15	48	1.10	48	1.15	48
30. Watchman.....	.70				.65	



# SCHEDULE "A"—PART II

## PUBLIC ROADS AND BRIDGE WORKS

31. The following schedule shall apply from and after May 1st, 1952, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Basic Wage Rate	Maximum hours of straight time rates over each two-week period
	Minimum Per Hour	
	\$	
32. Aggregate Batch Man.....	.95	108
33. Asphaltic Oil Distributor Driver.....	.95	108
34. Blade Grader (12 H.P. and over) Operator.....	.95	108
35. Concrete Finisher.....	.95	108
*36. Concrete Paver Operator.....	1.20	108
*37. Dragline, Shovel and Crane Operator.....	1.25	108
38. Elevator Grader Operator.....	.95	108
39. Engineer, Stationary Boiler.....	1.10	108
40. Labourers.....	.90	108
41. Motor Patrol Operator.....	.95	108
42. Roller Operator, 6 ton and over, steel wheels.....	1.00	108
*43. Scraper and Bull Dozer Operator.....	1.10	108
44. Spreader and Finishing Machine Operator.....	.95	108
45. Teamsters.....	.85	108
46. Teamsters and Two Horse Teams.....	1.10	108
47. Teamsters and Four Horse Teams.....	1.35	108
48. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.05	108
49. Tractor Operator, 50 h.p. drawbar or over.....	.95	108
50. Tractor Operator, under 50 h.p. drawbar.....	.90	108
51. Truck Drivers.....	.95	108
52. Watchman and Flagman.....	.70	

\* Probationary Rates.

53. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.
- (2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

### Ontario Mothers' Allowances Act

In line with a new Mothers' Allowances Act passed in 1952, which places the responsibility for the payment of allowances upon a Director instead of the former three-member Mothers' Allowances Commission, the regulations under the Act have been revised. A further change in the Act authorizes the payment of allowances on behalf of children up to 18 years of age instead of 16, as before. Unless incapacitated, a child must be attending school in order to receive an allowance.

The new regulations do not change the conditions of eligibility nor the amount of the allowances except with regard to the fuel allowance to a foster-mother, which is limited to the amount of the increase in her fuel costs resulting from her caring for the foster-children. As regards property

qualifications, an allowance may not be paid, except with special permission from the Director, if the applicant mother has real property of which the value exceeds \$6,000. The limit was formerly \$4,000. Allowances are payable by cheque on the last day of each month and it is specified that the first payment is to be made on the last day of the month following that in which eligibility is determined by the Director.

In cases where an apparently neglected child has been reported to a Children's Aid Society and the allowance has been suspended, the allowance is to be cancelled if the Society does not take action within two months after the date of suspension. It must also be cancelled if a judge finds the child to be a neglected child under the Children's Protection Act.

The regulations set out more specifically the duties of the Advisory Board which the Minister may appoint to assist the Director to determine whether an allowance should be paid to an applicant mother whose husband is permanently unemployable.

The Advisory Board, formerly composed of three doctors employed by the Ontario Department of Health and designated by the Minister of Health, will now consist of three persons appointed by the Minister of Public Welfare, one of whom must be a qualified medical practitioner, who will serve as chairman. The Board is to review each case at least once a year and advise the Director of any change in the mental or physical condition of the husband of the beneficiary.

Application for an allowance is made to the "local authority", which may be the public welfare administrator or public welfare commissioner, the clerk of the municipality, or a field worker of the Department of Public Welfare. A local authority must obtain all information necessary to complete an application and send one copy of the completed application to the Director.

Administrators and staffs of district offices of the Department of Public Welfare and supervisors of field workers are designated as investigators. At the request of the Director, an investigator must inquire into and report on any matter concerning a beneficiary.

The application and declaration forms to be used by applicants are included in the regulations.

These regulations, O.Reg. 199/52, made May 7 and gazetted May 24, revoke earlier regulations (L.G., 1949, p. 1438; 1951, pp. 553 and 1551).

### Ontario Silicosis Act

Regulations have now been issued under the Ontario Silicosis Act, which was proclaimed in force December 2, 1950, but was inoperative until regulations were made. The Act provides that no person may be employed in an industrial process involving a silica exposure unless he holds a health certificate issued under the regulations and authorizes the Minister responsible for the administration of the Act to require any employee in an occupation involving a silica exposure to take a medical examination at any time. The Minister, with the approval of the Lieutenant-Governor in Council, is empowered to make regulations defining silica exposure, prescribing medical examinations, prescribing the fees to be paid and the form of reports to be made

in connection with such medical examination, providing for the issue, renewal and cancellation of health certificates, and prescribing the form, conditions of issuing, and use of such certificates.

The new regulations (O.Reg. 204/52), approved May 15 and gazetted May 24, apply to the foundry industries in which sand-moulding is used, to porcelain, pottery and enamel-ware industries, to granite and sandstone monument industries, and to industries in which furnace-lining materials for steel production are manufactured or used. "Silica exposure" is defined as exposure of employees to the inhalation of dust from materials containing silica for 50 or more hours in each month during the handling, processing or use of such materials.

The regulations came into effect in seven counties on the date of their publication under the Regulations Act and will be brought into force in the other counties and districts of Ontario on various stated dates, the latest being October 19, 1953.

The administration of the Act and regulations is assigned to the Department of Health. The Director of the Division of Industrial Hygiene is required to designate one or more qualified doctors from the staff of the Department to act as medical examiners and may also, with the approval of the Minister, appoint as examiners one or more doctors who are not members of the staff. It is the duty of these examiners to conduct clinics for the medical examinations of employees subject to silica exposure and to issue, renew and cancel health certificates.

When a clinic is to be held, the Director must send written notice to the employer stating the date of the proposed examination and designating the employees to be examined. Within seven days after receiving the notice, the employer must fill out a prescribed form for each employee, giving his unemployment insurance number, time-clock number, name, address, year of birth, occupation, and period of silica exposure since his last medical examination, if any. This record must be delivered to the medical examiner whenever he requests it. The employer is also responsible for notifying each employee of the date, time and place of the examination.

Under the regulations, employees exposed to silica dust are divided into two categories. The first group includes employees who have entered employment in a process involving a silica exposure for the first time on or after March 1, 1952, those who have entered such employment on or after March 1 but were previously employed in

a silica exposure occupation in Ontario for less than two years in the five-year period preceding their present employment, and those who hold health certificates which have expired and remained expired for three years or more. Before issuing a health certificate to an employee in this group, the medical examiner must determine not only whether he is free from active tuberculosis of the respiratory organs but also whether he has suffered from this disease in the past and whether he is free from other disease of the respiratory organs which might render him unsuitable for employment in an industrial process involving a silica exposure. The doctor must issue a health certificate to an employee who passes the medical examination.

Where an employee was already engaged in a process involving a silica exposure on February 29, 1952, or entered the employment on or after March 1 but had been similarly employed in Ontario for two years or more during the previous five-year period, or has been the holder of a health certificate in good standing for two years, the only duty of the medical examiner is to determine whether the employee is free from evidence of active tuberculosis of the respiratory organs. If so, he is entitled to receive a health certificate. The prescribed form of health certificate is attached to the regulations.

If an employee who holds a health certificate again passes a medical examination, the medical examiner must renew his certificate and return it to the employer. If the employee fails to meet the requirements of the examination, the examiner must cancel his certificate and deliver it to the Director.

After holding a clinic, the examiner must fill out the prescribed clinic report and send it to the employer notifying him of the number of employees examined, the number of health certificates issued or renewed, the names of those who were refused certificates by reason of active tuberculosis or because they were unsuitable for silica exposure, and the names of any employees who failed to attend the clinic. He must also inform the employer as to the date of the next clinic. The employer is required to notify each employee who has not yet received the medical examination of the date of the next clinic at least 14 days before that date. If an employee does not present himself for the medical examination, his health certificate or temporary health certificate will be cancelled by the examiner.

An employee who has ceased to be employed in a silica-exposure industry,

whether he holds a valid certificate or whether his certificate has expired or has been cancelled because he neglected to attend the medical examination, may receive an examination when the examiner is conducting a clinic and, if his condition is satisfactory, may be given a health certificate or have his certificate renewed.

A health certificate expires where the holder has not had a medical examination for a period of 18 months from the date it was issued or renewed, unless the employee could not take the medical examination by reason of accident or illness or other cause beyond his control or the examiner was unable to conduct a clinic, in which case the certificate remains in effect until the next clinic.

An employer may issue a temporary health certificate to any person employed by him on or after March 1 if he does not hold a health certificate and has made a declaration in the prescribed form stating that he has never received a medical examination under the Silicosis Act and has not been refused a certificate under the Mining Act. A temporary certificate expires when the employee takes the examination and is given or refused a health certificate or when he ceases to be employed by the employer who issued the temporary certificate.

An employee must deliver his health certificate to his employer before beginning work. An employee holding a temporary certificate must give it to his employer the first day he goes to work after it has been issued. The employer must keep the health certificates of his employees and return the certificate of any employee who leaves his employ. He must deliver the health certificate to the examiner before a medical examination and allow an examiner, a member of the Health Department designated by the Director, or an inspector under the Factory, Shop and Office Building Act to inspect the certificates at any reasonable time.

Where an examiner finds that an employee's physical condition does not entitle him to have a health certificate issued or renewed, he must report his decision to the employee and the Director and, in his clinic report, to the employer.

The fee for the medical examination of an employee—\$1—is paid by his employer. The Director must submit a statement of fees within 60 days after medical examinations have been held; the employer must pay the fees to the Director within 30 days after the statement was mailed.

The regulations permit an employer to provide for the medical examination of his



employees in a medical centre on his premises if he employs at least one duly qualified doctor appointed as a medical examiner by the Director with the approval of the Minister. The doctor must give an examination including an X-ray of the chest to every person proposed to be employed in an industrial process involving a silica exposure and must re-examine the employees at least once every 18 months. An employer maintaining a medical centre pays the expense of the medical examinations and is not required to pay fees to the Director.

### **Ontario Workmen's Compensation Act**

An Order in Council (O.Reg. 191/52) approved on April 30, gazetted May 17, repeals Sections 4 and 5 of the General Regulations which exclude certain industries from the coverage of the Act where fewer than a stated number of workmen are employed. The effect of the change, which does not become effective until January 1, 1953, is to bring such industries under the Act regardless of the number of workers employed in them.

Section 4 excludes the following industries when fewer than six persons are employed: cutting of firewood; cutting or hauling logs or bark; land clearing and stumping; logging; bark peeling by hand; the manufacture of cheese; the manufacture of feathers or artificial flowers; the operation of threshing machines, clover-mills and ensilage-cutters; the operation and maintenance of office buildings and buildings rented for manufacturing; mining; power laundries, dyeing, cleaning or bleaching establishments; restaurant business; and window-cleaning.

Section 5 excludes the following industries where fewer than four workmen are employed: blacksmithing shops; butchering; conveying passengers by automobile or trolley-coach; manufacturing rubber stamps, pads or stencils; picture framing; repair-shops other than automobile repair shops; upholstering; and certain building operations.

The same Order in Council withdraws "Operations by persons licensed under Part IV of the Highway Traffic Act" from class eleven of Schedule I (Schedule I lists the industries in which employers are required to contribute to the Accident Fund). Part IV of the Highway Traffic Act covers persons storing or dealing in motor vehicles, or conducting a garage business, parking station, parking lot or used car lot. This group is now replaced by a narrower classification, "Operating (1)

service stations, and (2) garage businesses." This amendment is also effective from January 1, 1953.

The regulations governing the Workmen's Compensation Board Superannuation Plan were also amended by O.Reg. 192/52, approved and gazetted on the same dates as above. A 1952 amendment to the Act provided that employees of industrial accident prevention associations designated by the Workmen's Compensation Board may come under the superannuation plan of the Board. Accordingly, seven such associations have now been designated. These are: Class 20 Accident Prevention Association of Ontario; Construction Safety Association of Ontario; The Electrical Employers' Association of Ontario; Industrial Accident Prevention Association; The Lumbermen's Safety Association; The Ontario Highway Construction Safety Association and The Ontario Pulp and Paper Makers Safety Association.

### **Quebec Minimum Wage Act**

#### **Renewal of Orders**

General Order 4 (which establishes minimum wages throughout the province) and the special Orders have been extended for another year to May 1, 1953, by Order in Council 386 of April 9, 1952, gazetted April 19.

The special Orders renewed are Order 2, requiring payment of time and one-half for overtime; Order 3, providing for a week's annual holiday with pay; Order 3A, providing for an annual holiday with pay for workers in the construction industry; Order 5, governing silk textiles; Order 8, cotton textiles; Order 11, charitable institutions; Order 14, real estate undertakings; Order 19, full-fashioned hosiery; Order 23, taverns in Montreal; Order 26A, taxicabs in Montreal; Order 29, taxicabs in Quebec and Lévis; Order 37, manufacturing of glass containers; Order 39, forest operations; Order 41, employees of public corporations; and Order 42, stationary enginemen and firemen.

### **Quebec Trade-Schools Act**

New trades have been brought under the Trade-Schools Act by an Order in Council (No. 508) made on May 7 and gazetted May 31. The new trades are weaving; refrigeration; optometry; clock-making; plastic arts; dancing; the training of live models; radio; television; millinery; photography; photo-engraving; engraving on metal, leather and tin; embossing; butchering; electroplating; interior decorating; artistic, industrial or commercial designing; installation of neon signs; and

removal of dents. Correspondence courses and the trade of draughtsman were removed from the list.

Under the Act, a person desiring to operate a trade school is required to obtain a licence from the Provincial Secretary. Before a permit is issued, the Minister of Social Welfare and Youth must be satisfied that the school will have competent instructors and the necessary equipment and will furnish proper vocational training at reasonable rates.

### Saskatchewan Hours of Work Act

A further relaxation of overtime requirements has been permitted for operators of buses and other vehicles owned by the City of Regina and the provision has been

extended to cover all persons employed by the city in connection with its public transportation system. The Order (232/52) under which bus drivers and operators of other public transportation vehicles were permitted to work nine hours in a day without payment of overtime, with the provision that the 44-hour week might be averaged over a month (L.G., April, 1952, p. 467) has been rescinded. A new Order, O.C. 1226/52, which was gazetted and became effective May 16, now permits all employees of the City of Regina engaged in any occupation in connection with public transportation to work nine hours in a day and 192 hours in a month without payment of time and one-half for overtime. After these limits, time and one-half must be paid.

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## Margaret Mackintosh, Labour Law Authority, Dies

After a life of unselfish and distinguished service to Canada, Miss Margaret Mackintosh, MBE, former Chief of the Legislation Branch, Department of Labour, died June 27 in Madoc, Ont. Her death occurred three years after her retirement from government service.

When she retired in 1949 after more than 33 years as a civil servant, the *LABOUR GAZETTE* carried an outline of her noble work, from which the following excerpts are reproduced:—

“Margaret Mackintosh is the Canadian authority on labour legislation and trade union law. She is one of a small group of distinguished civil servants in Ottawa whose titles give no evidence of their intrinsic value to the Dominion but whose work and influence have an important long-range effect upon our history. She is described in the civil service listing as “Industrial Research Worker”. She is a zealot. What she herself has made of a post that might have been colourless is measure of herself. There are a number of women of her stature in similar work in the United States. In Canada, as a woman, she is unique.”

“This paragraph by a discerning outside observer, writing for one of Canada’s leading periodicals, epitomizes the distinguished service of Miss Margaret Mackintosh...

“A pioneer in the analysis of Canadian legislation, she was also keenly interested in the development of labour standards; and in this connection she was active in Canada’s association with the International Labour Organization and in the field of Dominion-Provincial relations. Her direct and incisive mind made her well qualified

to work in the tradition, which she herself helped to mould, of objectivity in the study of labour problems.

“One of the important functions of the Department is the compilation of a compendium of the labour laws and regulations of this country. Since 1919, Miss Mackintosh has developed this project until her annual report on ‘Labour Legislation in Canada’, with its basic consolidations, has become a standard work of reference on labour law.

“Miss Mackintosh played a prominent part in the organization of the Canadian Association of Administrators of Labour Legislation—a body which includes members of commissions, boards and Departments of Labour from every province and which has as its object improved and uniform standards of labour legislation and enforcement...

“It was in recognition of her contribution to research in Canadian labour legislation and its influence on Canadian social and economic development that in the King’s Birthday Honours of 1943 Miss Mackintosh was awarded the MBE.”

A native of Madoc, Ont., Miss Mackintosh was graduated with honours from Queen’s University in 1913. She entered the Civil Service in 1915 and the next year joined the Statistics Branch of the Department of Labour. She became Chief of the Legislation Branch in August, 1943, a post she held until her retirement in January, 1949.

Miss Mackintosh was a regular contributor to the *LABOUR GAZETTE* and author of many articles, bulletins and pamphlets on several phases of labour law and history.



# Unemployment Insurance

## Decisions of the Umpire under the Unemployment Insurance Act

Digest of a selected decision rendered by the Umpire

Decision CU-B 827, May 20, 1952

**Held:** (1) *That regardless of the date of the settlement of a labour dispute the stoppage of work which has resulted therefrom does not cease until there is a general or at least a substantial resumption of work.*

(2) *That a substantial resumption of work may be deemed to have taken place when the production or the number of employees back at work, or both, depending upon the circumstances, have reached 85 per cent of the total existing in either case immediately prior to the date of the stoppage of work.*

(3) *That if it can be established that the employer has not taken immediate steps upon the settlement of the labour dispute to recondition the works and machinery at the plant because it suited his purpose not to do so, then benefit may be allowed as from the date the reconditioning could have been completed had the employer so willed.*

(4) *That, in the present case, the evidence does not warrant a finding that the employer had chosen deliberately to keep the plant idle to suit his own convenience or that a general or a substantial resumption of work took place before the 12th day following the date of the settlement of the labour dispute when the production and the number of employees back at work reached the 85 per cent mark.*

**Material Facts of Case.**—The claimant filed a claim for benefit on December 15, 1951, stating that he had lost his employment at the Ford Motor Company of Canada Limited, Windsor, Ont., on December 3, 1951, by reason of a stoppage of work due to a labour dispute.

According to the submissions the circumstances which surrounded the stoppage of work at the Ford Motor Company are as follows:—

On Thursday, November 29, 1951, a number of employees called upon their fellow workers to stop work as a demonstration of protest against a delay in receiving the report of an Ontario Government Conciliation Board. This Board

had held sittings in Windsor in October of that year to hear briefs of the union (International Union UAW-CIO) and company in connection with a dispute over the union's request for wage increases, etc. On Saturday, December 1, the union officials and the company met to discuss recent plant disturbances. The company decided to discharge 26 of the leaders and participants in the trouble.

On Monday, December 3, a stoppage of work commenced, which spread rapidly throughout the plant, and picket lines were formed. The union demanded reinstatement of the 26 ex-employees of the company. By 5.30 p.m. of that day the offices and plant were deserted except for plant protection officers and a small crew to protect the plant against weather conditions. Early on Tuesday, December 4, the plant was fully deserted, completely picketed, and no person was permitted to enter.

During the early period of the stoppage of work the union and company officials met often to discuss an early settlement of the labour dispute. When the labour dispute was settled, on December 14, the company took steps to rehabilitate the plant, which had suffered extensive damage after the maintenance men and power house employees had ceased operations contrary to the terms of the collective bargaining agreement. To effect repairs the company called workers back in varying numbers from day to day after December 14.

The Insurance Officer disqualified the claimant from the receipt of benefit, pursuant to Section 39 of the Act, up to and including December 25, 1951, because in his opinion, the stoppage of work continued after the settlement of the dispute on December 14 and did not cease until the morning of December 26, when the company recalled all its employees.

From the decision of the Insurance Officer, the claimant appealed to a Court of Referees which sat in Windsor, Ont., on February 5, 1952. The majority of the Court found that the claimant had been rightly disqualified pursuant to Section 39 of the Act but as they were of the opinion that there was a "reasonable resumption of work" at the plant on the morning of



December 20, 1951, they lifted the disqualification as of midnight of December 19, 1951. Their decision reads in part:—

Evidence has been submitted showing that as a result of the work stoppage considerable damage was occasioned in the employers' plants. It required considerable time after settling the dispute to repair the damage so that normal operations could be resumed.

Evidence was also given showing that the employer company had ceased to make or produce their 1951 models of cars and that upon resuming operations the change-over to the manufacture of the 1952 models would be undertaken, which change-over period could well have accounted for a reduction of employment for a period. To determine when there was a reasonable resumption of operations, we have before us as evidence a breakdown of the staff employed by the employer company from December 15, 1951 (and on December 20), the staff employed amounted to 4,886 persons. The number then employed represented 55 per cent of the total employees normally employed, exclusive of office workers. From arguments advanced and the submissions and facts before the Court, we have come to the conclusion that December 20, 1951, is the day on which there was a reasonable resumption of operations and for the purposes of the Unemployment Insurance Act the stoppage of work ceased at midnight on the 19th day of December, 1951, and the disqualification of the applicant would expire as of that date.

The dissenting member of the Court was of the opinion that the work stoppage terminated as of midnight of December 14, 1951, and that consequently, as the claimant did not file his claim until December 15, 1951, he should not have been disqualified pursuant to Section 39 of the Act.

From the decision of the Court of Referees, the claimant and the Insurance Officer appealed to the Umpire. Both submitted lengthy briefs, the claimant contending that the stoppage of work ceased on December 14 and the Insurance Officer maintaining that it did not terminate until the morning of December 26.

An oral hearing was held before the Umpire in Ottawa on April 23, 1952, at which union officials and the Chief Claims Officer of the Unemployment Insurance Commission were present.

**Conclusions.**—The section under which the claimant was disqualified reads as follows:—

Sec. 39 (1) An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona*

*fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.

(2) An insured person shall not be disqualified under this section if he proves

- (a) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and
- (b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.

(3) Where separate branches of work which are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop.

It is admitted that the claimant lost his employment by reason of a stoppage of work due to a labour dispute at the Ford Motor Company of Canada, where he was employed, and the finding of the Court of Referees that he has failed to establish grounds for relief from the disqualification under subsection 2 of Section 39 has not been appealed.

The sole question therefore to be determined, is what was the effective date of the termination of the stoppage of work, which commenced on December 3, 1951, and which affected approximately 8,875 hourly paid employees.

It is a standing rule of the jurisprudence established to date on matters pertaining to Section 39 of the Act that regardless of the date of the settlement of the labour dispute the stoppage of work does not cease until there is a general or at least a substantial resumption of work.

To determine whether there was a substantial resumption of work, the Umpire, in some cases, has used as a guide the quota of production whereas in other cases he has considered the percentage of the employees back at work. In none of the cases dealt with in the past under Section 39 was a resumption of work deemed to have taken place unless the production or the number of employees back at work had reached 85 per cent in either test.

The union representatives at the outset of their remarks commented that following British jurisprudence (and there is no Canadian jurisprudence on the point) if it can be established that the employer did not take immediate steps to re-condition the works

and machinery because it suited his purpose, then benefit should be allowed as from the date they could have been re-conditioned, had the employer so willed it.

With this, I agree.

They went on to contend, as did the claimant in his brief, that in the present case if a general resumption of work did not take place as soon as the dispute was settled, it is because the Ford Motor Company did not find it worthwhile to "push on" with the work. They based their argument on three points, namely:—

(1) The company has charged up to the strike a lot of damages which would fall within the category of "wear and tear"; the plant was at some time or other in a condition where some repairs were necessary.

(2) The company was not particularly anxious to start work immediately as it had in its yards a large number of completed vehicles awaiting shipment.

(3) The company was in the process of bringing out new models.

I have studied very carefully the evidence on file which includes pictures taken at the plant while operations were at a standstill and reports of investigation made by officials of the Unemployment Insurance Commission and I cannot see that the employer chose deliberately to keep the plant idle to suit his own convenience.

Apart from the fact that it is difficult to conceive what would have been the employer's object in doing so at a time when competitors in the automobile industry are normally eager to place their new models on the market, one cannot help but realize from the evidence adduced that the damages caused by the withdrawal of the maintenance staff during the strike—which withdrawal was contrary to the existing bargaining agreement—were so

extensive that the company could do nothing but delay the recall of the majority of its employees.

As a matter of illustration, when the power was shut off, the windows which were electrically operated remained open and, as the temperature went below the freezing point, tons of metal which were inside of the cold furnaces froze and radiators and pipes burst; when steam was let through the pipes, at the conclusion of the strike, water poured over material and machinery. Surely the damages resulting from those happenings cannot be classified as "wear and tear".

As to the several hundred automobiles which were in the company's yards awaiting shipment, it is shown in the evidence that a few minor parts had still to be installed on them when the strike started.

Finally it is indicated that the company had planned to bring out its new models in the middle of December and, because of the strike, this had to be postponed until the end of January. The normal layoff which usually accompanies the changing over of models accordingly took place in January.

The union representatives have submitted that if the Umpire would not agree that a reasonable resumption of work took place on December 14 or even on December 20, as determined by the Court of Referees, at least he should hold that December 21 should be considered as the date on which such resumption took place.

I cannot accept the 20th or the 21st as the date of the resumption of work any more than I do the 14th if I am to take into account evidence such as the two reports hereunder-quoted which are not disputed and which clearly show that, at no time prior to December 26 did the production or the number of employees back at work come near the 85 per cent mark which has been the determining figure in past decisions.

#### Breakdown of Hourly Paid Employees

Date	Direct	Shipping	Indirect	Total
Saturday, December 15.....	0	1	256	257
Sunday, December 16.....	1	4	228	233
Monday, December 17.....	12	139	841	992
Tuesday, December 18.....	47	421	1,938	2,406
Wednesday, December 19.....	558	566	2,582	3,706
Thursday, December 20.....	1,203	726	2,957	4,886
Friday, December 21.....	1,982	759	3,094	5,835
Saturday, December 22.....	1,374	671	2,663	4,708
Sunday, December 23.....	14	8	1,370	1,392
Monday, December 24.....	23	327	1,094	1,444
Tuesday, December 25.....	—	—	—	—
Wednesday, December 26.....	4,176*	863	3,792	8,831

\*(Recalled.)

**Percentage of Normal Production  
Accomplished**

Date	Shipping %	Direct %
Dec. 15, 1951.....	0	0
Dec. 16, 1951.....	0	0
Dec. 17, 1951.....	0	0
Dec. 18, 1951.....	54	0
Dec. 19, 1951.....	69	8.7
Dec. 20, 1951.....	88	24.1
Dec. 21, 1951.....	99	46.3
Dec. 22, 1951.....	82	28.7
Dec. 23, 1951.....	0	0
Dec. 24, 1951.....	77	0
Dec. 25, 1951.....	0	0
Dec. 26, 1951.....	107	97.8

In concluding their remarks, the union representatives commented that they were

prepared to concede that the withdrawal of the maintenance men was an error of judgment; on the other hand they felt that several thousand employees were the victims of circumstances and as such should not be made to suffer because of the hasty action of some 26 workers who had not consulted the union leaders.

I cannot deal with the merit of a labour dispute in any respect whatsoever and in rendering my decisions under the provisions of the Unemployment Insurance Act, I must always confine myself to facts and evidence.

Under the circumstances, I consider that the Court of Referees erred in its decision and the appeal of the Insurance Officer is allowed.

# Monthly Report on Operation of the Unemployment Insurance Act

Statistics for April, 1952,\* show claims for benefit declined during month from 154,356 to 100,951 but were more numerous than a year ago

Initial and renewal claims for unemployment insurance benefit declined during April from the March total of 154,356 to 100,951. The April, 1951, figure was 75,242.

The report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that claimants on the live unemployment insurance register numbered 249,375 (193,607 males and 55,768 females) on April 30, as compared with 351,628 (280,059 males and 71,569 females) on March 31, and 148,866 (114,061 males and 34,805 females) on April 30, 1951. Ordinary claimants decreased from 275,018 on March 31 to 218,055 on April 30. The remaining claimants on the live register at April 30 consisted of 29,826 short-time, 769 supplementary benefit, and 725 "temporary mass lay-off". Claimants on "temporary mass lay-off" are defined as those laid off, in a lay off involving 50 or more, for a determinate or an indeterminate period, and who are expected to return to work with

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of whether conditions, and the general employment situation.

the same employer. They are not registered for employment unless they remain on the unemployment register longer than 14 days, in which case registration takes place on the next report call and those registered become "ordinary" claimants. If such a claimant so requests, however, he may be registered for employment at any time during the first 14 days and he is then classed as an "ordinary" claimant.

A total of 116,607 initial and renewal claims were adjudicated in April. Of these, 86,716 were considered entitled to benefit, 20,452 failed to satisfy the minimum contribution requirements, while disqualifications were imposed in 15,116

\*See Tables E-1—E-6 at end of book.



cases (including 5,214 on revised claims and 463 on supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 5,185 cases; "not unemployed", 2,771 cases; "not capable of and not available for work", 1,481 cases; and "refused offer of work and neglected opportunity to work", 1,195 cases.

Those commencing the receipt of benefit payments during the month of April numbered 79,424, compared with 90,354 during March and 54,744 during April, 1951.

Benefit payments in April amounted to \$13,253,537 in payment for 4,911,679 compensated days of proved unemployment, as against \$14,932,190 for 5,537,221 days in March, and \$7,679,160 for 3,087,560 days in April, 1951.

During the week of April 26-May 2, 196,973 beneficiaries received \$3,096,642 in compensation for 1,150,419 days of proven unemployment, while for the week March 29-April 4, \$3,365,736 was paid to 216,251 beneficiaries in respect of 1,243,684 days. One year ago, 109,424 beneficiaries were paid a total of \$1,575,535 in compensation for 641,118 days.

The average daily rate of benefit for the week April 26-May 2 was \$2.69, compared with \$2.71 for the week March 29-April 4. For the week April 28-May 4, 1951, the average daily rate was \$2.46.

### Supplementary Benefit

During the month of April, the sum of \$698,462 was paid to supplementary benefit claimants, compared with \$672,505 during April, 1951.

### Insurance Registrations†

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of April, 1952, insurance books were issued to 2,782,389 employees who had made contributions to the unemployment insurance fund at one time or another since April 1.

As at April 30, 1952, employers registered numbered 241,721.

†As renewal of insurance books is incomplete at April 30, revised figures will appear in the May report.

## Unemployment Insurance Fund Guarded Against Fraud

Steps taken to prevent and detect fraud in the Canadian unemployment insurance program are described by A. C. Burns, Assistant Chief Auditor of the Unemployment Insurance Commission, in the June issue of *Employment Security Review*, monthly publication of the United States Employment Service.

The Commission's battle against fraud is fought on two fronts, Mr. Burns points out, one to ensure that the Fund receives all contributions to which it is entitled and the other to detect and prevent improper withdrawals from the Fund.

Mr. Burns describes three steps taken to ensure compliance with the contribution requirements. All employers of insured persons are required to register with the Commission. Then they must keep complete records of insurance contributions, subject to a government audit, and contribute to the Fund on a pay-as-you-go basis. The third step is a collection and enforcement program designed to stimulate contributions from employers whose payments are in arrears. Extreme cases move beyond the Commission's jurisdiction and are prosecuted by the Crown.

Only refunds of contributions erroneously paid and *bona fide* benefit claims may be paid from the Fund, Mr. Burns explains. All other withdrawals, according to the writer, represent fraud against the benefit phase of the unemployment insurance program.

To prevent unauthorized disbursements from the Fund, the Commission investigates the background of all claims, paying particular attention to "continuing claimants," who must make a declaration of their employment status at each visit to the claims office. Because the claimants have to sign the declarations, it is possible to compare their signatures; thus fraud by impersonation is held to a minimum.

Field investigators check on the legitimacy of all doubtful claims.

The whole framework of the Unemployment Insurance Act, according to Mr. Burns, is designed for the protection of the Fund against fraud. The Fund is safeguarded against losses and ensured of adequate contributions "from the time of first registration of a new business until the ex-employee exhausts his benefit right."

# Fair Wages Conditions

## In Federal Government Contracts

### Schedules Prepared and Contracts Awarded during May

#### (1) Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 165 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 99 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

#### (2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture .....	3	\$ 94,752.42
Defence Construction .....	3	299,974.25
Post Office .....	13	148,399.90
Public Works .....	1	5,990.00

#### (3) Arrears of Wages

During May the sum of \$64.86 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to the 11 employees concerned.

### Contracts Containing Fair Wages Schedules Awarded during May

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required for the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Central Mortgage and Housing Corporation

*Chatham N B*: North Shore Construction Ltd, hardsurfacing of walks & streets etc. *Debert N S*: L G Rawding Construction Ltd,\* landscaping. *Chicoutimi P Q*: La Compagnie de Construction Generale Enrg,\* building of housewalks & grading. *Montreal North P Q*: Canadian Shade Tree Service Ltd,\* transplanting trees. *St Georges de Beauce P Q*: Rosaire Paquet,\* chimney reconstruction. *Ajax Ont*: Cecil Heyd,\* exterior painting. *Barriefield Ont*: Storms Contracting Co Ltd, construction of sewers & watermains; Bruce Construction Co,\* landscaping; E Reynolds & Son, construction of houses. *Belleville Ont*: Harrison Cement Products,\* construction of housewalks. *Brockville Ont*: J W Havelin,\* exterior painting. *Camp Borden Ont*: Wiggs, Walford, Frost & Lindsay,\* consultant's services. *Downsview Ont*: Yearly & Reed Ltd, installation of sewers, watermains & house services; Zellers Contracting Co Ltd, construction of houses. *Geraldton Ont*: J M Turcotte,\* exterior painting. *Leamington Ont*: J Toews,\* drainage. *London Ont*: Wainwright Construction Ltd, construction of sanitary sewer & outfall. *North Bay Ont*: Sterling Construction Co Ltd,\* extension to station sewer; W E Baker,\* landscaping; W E Baker,\* landscaping. *Ottawa Ont*: Napoleon Fauteaux, exterior painting. *Petawawa Ont*: Wiggs, Walford, Frost & Lindsay,\* consultant's services. *Stratford Ont*: R H Clark,\* exterior painting. *Trenton Ont*: Schewenger Construction Co,\* installation of fire hydrant; De Mers Electric Ltd,\* installation of wood moulding over conductors; H J McFarland Construction Co Ltd, construction of storm sewers; H H Sutton,\* landscaping. *Wingham Ont*: Carl Henry,\* exterior painting. *Fort Garry Man*: Coates Painting Co,\* exterior painting.

*Rivers Man*: J E Chatten,\* landscaping. *St Boniface Man*: Coates Painting Co,\* exterior painting. *St James Man*: Coates Painting Co,\* exterior painting. *Shilo Man*: Prof A G Larson,\* surveying townsite development. *Transcona Man*: Coates Painting Co,\* exterior painting. *Winnipeg Man*: Coates Painting Co, exterior painting; Maple Leaf Construction Ltd, hard surfacing of roads; Felix Hryniewicki,\* repair of basement floors. *Yorkton Sask*: Hoffman Painting & Decorating,\* exterior painting. *Melville Sask*: E E Hoffman,\* exterior painting. *Moose Jaw Sask*: Underwood & McLellan,\* engineering services; North West Electric Co Ltd, installation of power distribution & street lighting systems etc; H C Bingham,\* surveying. *North Battleford Sask*: Reg Parsons,\* exterior painting. *Regina Sask*: Les Mair & Co, exterior painting. *Saskatoon Sask*: Mogenson & Postrukoff, exterior painting. *Calgary Alta*: Western Excavating Co, cutting & filling operations; Western Excavating Co, cutting & filling operations; Allsop & Simpson,\* designing electrical system. *Clareholm Alta*: Allsop & Simpson,\* designing electrical system. *Edmonton Alta*: R C B Jarvis,\* planning electrical distribution system. *Lethbridge Alta*: D E Jones,\* exterior painting. *Boundary Bay B C*: S & S Electric Ltd, installation of electrical distribution system. *Kamloops B C*: George Pickett,\* exterior painting. *Penticton B C*: R H Nevens Co Ltd, exterior painting. *Prince Rupert B C*: Mitchell & Currie Ltd, construction of houses; D Robinson Construction Ltd, construction of houses. *Vancouver B C*: Pyke & White Construction Co Ltd, construction of houses. *Vernon B C*: R H Nevens Co Ltd, exterior painting.

## Defence Construction (1951) Limited

*Chatham N B*: M F Schurman Co Ltd, construction of standard armament bldg. *Sherbrooke P Q*: R E Stewart Construction Corp, re-building & improvements to William St Armoury. *Valcartier P Q*: Magloire Cauchon Ltee, addition to machine shop bldg. *Centralia Ont*: Haddon Construction Co Ltd, construction of standard unit transmitter bldg. *Barriefield Ont*: M Sullivan & Sons Ltd, installation of steam distribution system. *Uplands Ont*: Shore & Horwitz Construction Co

Ltd, construction of cannon & machine gun stop butt. *Gimli Man*: Furnasman Mfg Co Ltd, installation of heating & electrical systems. *Winnipeg Man*: Peter Leitch Construction Co Ltd, installation of component parts for storage tanks; Kummenshipman Electric Co Ltd, installation of electrical distribution system & sub-station. *Saskatoon Sask*: W C Wells Construction Co Ltd, installation of underground steam distribution system.



## Department of Defence Production

*Camp Shilo Man:* W J Westway Co Ltd, installation of water softening system. *Calgary Alta:* Snyder & Boon Ltd, installation of steam heating system, RCAF supply depot. *Comox B C:* Hodgson

Clarke Building Stores Ltd, installation of rubber & asphalt tile floors in bldgs, RCAF Station. *Sea Island B C:* Kennett Construction Ltd, construction of a lean-to on hangar, RCAF Station.

## National Harbours Board

*Vancouver Harbour B C:* West Coast Salvage & Contracting Co Ltd & Arrow Transfer Co Ltd, removal & disposal of fire debris, grain jetty.

## Department of Public Works

*Fogo Nfld:* North Shore Construction Co Ltd, harbour improvements. *Rustico Harbour P E I:* H J Phillips & Son, construction of landing. *Savage Harbour P E I:* Morrison & McRae Ltd, harbour improvements. *Wood Islands P E I:* Bruce Stewart & Co Ltd, ramp reconstruction. *Broad Cove Marsh N S:* A J Campbell, J A Campbell, A J McIsaac & Fred A Campbell, harbour improvements. *Halifax N S:* William F Palmer, re-conditioning of air-conditioning system, Eastern Air Command Bldg. *Campbellton N B:* Michaud Dredging Co,\* dredging. *Fredricton N B:* Diamond Construction Co Ltd, construction of science service laboratory. *West Saint John N B:* H Davis, alterations in Customs & Immigration Bldg, Sick Mariners' Clinic. *Rouyn, Lake Osisko P Q:* Salem Vanasse, construction of wharf. *Goderich Ont:* Bermingham Construction Ltd, repairs to

harbour works. *Ottawa Ont:* J E Copeland Co Ltd, alterations on several floors, Sovereign Bldg; A Lanctot Construction Co, additional concrete slab etc, Physical Metallurgy Research Laboratories; A Lanctot Construction Co, alterations to Labelle Bldg & Monument National; Wilfrid D St Cyr, repairs & alterations to plumbing, heating, ventilation systems etc, Parliament Bldgs. *Port Arthur Ont:* Consolidated Dredging Ltd, harbour improvements. *Departure Bay, Nanaimo B C:* Ed Walsh & Co Ltd, salt water fire protection system, Pacific Biological Station. *Nanaimo B C:* C J McDowell Plumbing & Heating Ltd, alterations and addition to power house, Indian Hospital. *Surge Narrows B C:* Canada Creosoting Co Ltd, creosoted scow floats. *Uchuelet West B C:* Horie-Latimer Construction Co Ltd, wharf repairs.

## Department of Transport

*Strait of Canso N S:* Northern Construction Co & J W Stewart Ltd, construction of causeway. *Gros Cap Ont:* McNamara Construction Co Ltd, construction of pier, lighthouse & fog alarm. *Hamilton (Mount Hope) Ont:* Armstrong Bros Construction, additional aerodrome development. *Killaloe*

*Ont:* H J McFarland Construction Co Ltd, construction of hardsurface runway. *Ottawa Ont:* F E Cummings Construction Co Ltd, addition to short-wave transmitter bldg. *Buttress Sask:* W C Wells Construction Co Ltd, extension of runways.

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## Labour Reporter Named Manitoba Conciliation Officer

Ben Lepkin, former labour reporter for the *Winnipeg Tribune*, has been appointed a conciliation officer in the Manitoba Department of Labour, it was announced recently by Hon. C. E. Greenlay, Minister of Labour for the province. He joins T. J. Williams and John G. White in the post.

In making the announcement, Mr. Greenlay said:—

"Mr. Lepkin brings to his new work a long and honourable record of fair reporting based upon accurate and painstaking investigation of the facts. His intimate knowledge of industrial relations and the viewpoints of employers and trade unions should stand him in good stead and enable him to render valuable service in the interests of industrial peace in the province."

# Employment Conditions

## May-June 1952

Improvement in employment situation continued during May, early June. Resumption of normal operations in fishing industry in the Atlantic region created a heavy volume of work. Quebec region benefited from spring logging drive, opening of Montreal port, return to full-scale construction activity. Ontario automobile plants producing at near capacity; employment expanding in aircraft, shipbuilding, electronics and petroleum industries. Employment at high level in Prairies but strikes in logging and construction industries in the Pacific region temporarily disrupting the upswing in employment previously indicated.

Thousands of persons found employment during May and early June as seasonal work expanded and producer goods industries further increased their working force. Registrations at National Employment Service offices, which totalled 310,200 at the beginning of May, fell to 261,200 at May 15 and 203,300 at June 12. Areas of substantial labour surplus (15 per cent or more of the wage and salary workers registered at Employment Service offices) were reduced to 13 in early June.

Farm work absorbed many workers as the usual spring activities got under way. What appeared earlier to be developing into a rather critical shortage of farm help in the Prairies was met during the period without loss to production. No large demand will occur in this area until the fall harvest. Agriculture in Ontario, however, was entering its busy season and labour requirements were heavy at mid-June. As in former years, workers will be recruited from the Prairies and the Maritimes for haying but some doubt was felt whether a sufficient number would be available.

The return of construction workers to their jobs eased the unemployment situation in many areas. A generally lower level of residential building, however, has reduced employment in some centres as compared with last year; employment in a fewer number of other areas was bolstered by defence construction. Resource development has led to unusually heavy demands for construction workers in a number of outlying districts. The problem of recruiting workers for some of these areas, the Kitimat project in British Columbia for example, was lessened by a considerable movement of transients into the district.

Opportunities for work in the woods this spring in Eastern Canada have been fewer than last year and are expected to continue at a lower level during the summer, although temporarily they were increased by the spring river drive. Areas of substantial labour surplus continue where the reduced activity has been combined with fewer jobs in construction. Most of these areas of heavy unemployment were in Quebec.

Defence needs continue to boost production in the producer goods section of the industry, in particular shipbuilding, aircraft, and iron and steel. Weaknesses in many consumer goods industries were still apparent, although cushioned by defence requirements. Substantially more workers from textile, metalworking, electrical apparatus and pulp and paper industries were registered as unemployed at Employment Service offices as compared with last year.

### Atlantic Region

Seasonal hiring brought continued increases in employment and a relatively rapid drop in unemployment in the Atlantic region during May and early June. Employment, however, was restrained by a combination of factors from reaching the relatively high level of one year ago. At June 12, registrations with the National Employment Service totalled some 26,700, a decline of 19,300 from May 1 but an increase of 4,100 above the total a year earlier.

In Campbellton and Bathurst a low level of construction activity together with uncertain prospects for woods work locally were responsible for a persistently unfavourable employment situation. While the level of activity in the Campbellton area

was lower than usual for the time of year, there was a shortage of certain types of bushmen. Through the region some 2,000 more loggers were registered for work at National Employment Service offices at June 1, 1952, than at the same date a year earlier. It would appear that, unless the markets for pulp and lumber become more buoyant, a surplus of loggers will persist in some areas.

With the exception of an extensive expansion program in Newfoundland, there was not a large amount of industrial construction in progress and residential building was at a low level. Sizeable surpluses of carpenters and unskilled construction workers were evident in most centres but the supply and demand for other skilled tradesmen appeared to be in approximate balance. Shortages of electricians, plasterers, bricklayers and tile setters that appeared in a few areas in April persisted during May. A greatly accelerated recruiting campaign for defence work in Labrador and Newfoundland was expected in June. These projects will probably absorb some of the surplus unskilled workers and create additional shortages. In the Halifax area, a complete tie-up in the construction industry occurred during May when 5,000 workers went on strike for wage increases.

Fishing became normally active during the month and, except for a lay-off at one plant in Halifax, there was a heavy volume of work throughout the region. Lobster catches have been good despite unfavourable weather and job vacancies for cannery workers remained unfilled in Prince Edward Island.

### **Quebec Region**

The number of applicants registered for work at National Employment Service offices in the Quebec region at June 12 was 71,000. This figure represented a decline of 45,400 from the beginning of May but was 28,500 more than at June 14, 1951.

Farm work in Quebec has been delayed by the late spring and wet weather. Log drives have been in full swing; some companies have completed these operations. The poor condition of the roads has retarded road-haulage of logs, necessarily reducing sawmill activity. Fishing has started in the North Shore and Gaspé Peninsula. Capacity mining, smelting and refining operations are reported from all parts of the region. Employment in road, rail and ship transportation was increasing.

Construction activity was expanding, but at a slower rate than at this time last year. Large numbers of unskilled construction workers were unemployed but a shortage of skilled construction tradesmen was expected by the end of June. The aircraft manufacturing and shipbuilding industries were increasing their staffs. The easing of credit restrictions has helped stove and furnace foundries and retail sales of automobiles. Cigarette and packaged tobacco plants have been recalling laid-off help.

Shortages of orders continued to cause many workers engaged in the production of textiles and miscellaneous paper products to be laid off or placed on short time in May. Towards the end of the month, however, activity in textile mills was increasing and the working week was being lengthened. Knitting mills were still faced with high inventories and activity there was unlikely to increase in the immediate future.

The Quebec region continued to have a relatively high proportion of local areas in the "substantial" and "moderate" labour surplus classifications. The nine substantial surplus areas were concentrated in the Saguenay and lower St. Lawrence valleys and the Gaspé Peninsula. All of them were heavily dependent on primary industries, especially logging, lumbering and paper products industries, which have been affected by reduced programs of summer cutting, decreased demand for some paper products, the poor conditions of roads and the late spring.

### **Ontario Region**

Employment in Ontario continued to expand during the month of May and into the early part of June, but not as rapidly as is expected at this time of year. Even though applications for employment registered with NES offices in Ontario declined by 23,900 since May 1 to reach a level of 60,800 at June 12, they were still 25,500 higher than at June 14, 1951. However, of the 61 local areas in the region only one, Sturgeon Falls, remained in the substantial labour surplus group.

Manufacturing employment has been increasing fairly rapidly over the past few months and was expected to continue upward during the summer. The expansion of the aircraft, shipbuilding, electronics and petroleum industries has resulted in shortages of some skills: machinists, tool and die makers in Hull and Windsor; arc welders in Collingwood, Prescott and Toronto; and drillers and drill pressers in



Sarnia and Hamilton. Although consumer goods industries were gradually increasing production, most of the textile, furniture, leather and paper plants were still in a depressed condition. This is evident from the number of short time claimants in Ontario—about 12,000 in May of this year, as compared with less than 2,000 during May 1951. Textile workers were being hired in some areas but most plants will be increasing the length of the work week before they require further help. To date, the expansion of other industries has not been able to absorb all those laid off by the textile mills in Brantford, Cornwall and Prescott, with slight labour surpluses resulting. Increased activity in the furniture and electrical apparatus industries was responsible for some of the improvement in the employment situation in London and Kitchener. Automobile manufacturing has also been increasing in recent weeks, with the result that the slight labour surplus in Windsor has disappeared and this locality had a balanced labour market at the beginning of June. Oshawa has also shown some increase in employment but there was still a slight labour surplus in that area.

The demand for farm labour was strong in most parts of Ontario and this demand will increase during the haying season in June. Shortages of farm help were expected despite the arrangements that have been made to bring harvest workers from the Maritime and Prairie Provinces.

The construction industry has absorbed a large number of workers this spring but was slower than usual in getting under way. While defence and industrial construction was substantial this year, the amount of residential construction in progress was much lower than it has been for the past two years, with the result that employment in the industry was lower than usual. On the whole, the supply of skilled construction workers will probably be adequate in Ontario this season when workers have shifted to the busier areas.

### **Prairie Region**

Employment conditions in the Prairie region showed continued buoyancy during May and early June. The seasonal upswing in retail trade was strengthened by the successful spring harvest; heavier hog and cattle marketings were accompanied by greater employment in packing plants. Applications for work on file at Employment Service offices dropped to 18,700 at June 12 from 31,000 at May 1,

bringing labour demand and supply into approximate balance in almost all areas.

Building activity varied considerably over the region. Shortages of construction workers appeared in Regina, Moose Jaw, Flin Flon, The Pas and Calgary. However, in spite of a sizeable increase in the value of construction contract awards, the demand for construction workers was lower than last year. Job vacancies in construction listed with the National Employment Service were 26 per cent lower this year than last.

Demand for farm labour eased with the completion of spring work. No serious shortage was anticipated until harvest time. There was a steady demand for choremen in most areas of Saskatchewan and for sugar beet workers in Lethbridge. Wages offered for farm work were roughly \$25 per month higher than last year.

Job applications were less than five per cent of all wage and salary workers in all but two areas. A surplus of woods workers was evident in Port Arthur because virtually no cutting was taking place this summer. Pulpwood production had caught up with the demand, inventories were high, and a smaller scale of operations this fall was a distinct possibility. In Winnipeg, although the number of workers seeking jobs declined by 20 per cent during May, surpluses remained in the clothing and construction industries. However, most clothing workers were expected to be re-hired in June and a good season in construction was anticipated despite the slow start.

### **Pacific Region**

Unemployment in the Pacific region declined seasonally during May and early June but remained at a higher level than in 1951. Live applications for work at Employment Service offices totalled 26,000 at June 12, 1952. Lumber mills were operating at capacity, largely on orders from the United Kingdom, but because of increasing log inventories and uncertainty with respect to future business in overseas markets, hiring in the logging industry lagged, leaving large numbers of skilled and unskilled workers idle. These retarding influences were accentuated by the dispute between management and labour which culminated in a strike by some 32,000 workers in the industry during June.

A slowdown in the rate of hiring in the construction industry was another primary reason for the higher level of unemployment this year. New projects for industry

and private owners were apparently being held up pending the outcome of current negotiations between union and employers. Although labour demand for out-of-town construction projects was becoming increasingly difficult to satisfy, the supply of skilled construction workers was more than adequate to meet the requirements in Vancouver, Victoria and other urban centres.

The effects of the retarded upswing in construction and logging, coupled with an increase in the summer movement of workers to British Columbia, had been only partly offset by increasing employment in the manufacture of plywood, pulp and paper and shingles.

The seasonal reduction of labour surpluses was evident in most areas. At the

end of the month, Prince George was the only remaining area with a substantial surplus labour supply, caused by a heavy inflow of transient and immigrant workers. It was expected that many of these workers would be absorbed in logging operations, which until the present have been virtually closed because of wet roads, in railway and road construction, in mining and in the expected extension of work on the Nechako damsite.

In Vancouver and New Westminster the number of job applications amounted to seven per cent of all wage and salary workers at the beginning of June. During the latter half of May, job opportunities declined in many industries. In addition, the inflow of people from other provinces was particularly noticeable in these cities.

## Campaign for Equal Pay for Women Making Progress

### **13 States in the U.S. Have Equal Pay Laws**

With the enactment of an equal-pay law, New Jersey became the 13th state in the United States with an equal-pay law on its statute books. Alaska, too, has such a law.

The New Jersey Act, effective July 1, 1952, prohibits discrimination in wages because of sex and is generally applicable to all employees except those employed on a farm, in domestic service in a private home, in a hotel, or performing volunteer service for non-profit organizations or corporations.

The Act authorizes an employee to bring court action to recover unpaid wages, plus an amount in liquidated damages, and empowers the Commissioner to bring such action on assignment of a wage claim by an employee.

### **U.K. Government Pledges Equal Pay Plan Soon**

The British Government is nearly ready to set up a timetable which would in time give women government workers equal pay for equal work, John Boyd-Carpenter, Financial Secretary to the Treasury, has said in the House of Commons.

The scheme will start, he said, when the country's financial situation is better—"we hope within the lifetime of the present Parliament."

The Financial Secretary was answering a question by Mrs. Barbara Castle, a Member of Parliament. The public galleries of the House of Commons were packed with women, gathered to hear the outcome of their campaign for equal pay.

Women employed by the Government include teachers, civil service employees and others. Equal pay for all would cost the Government £25,000,000 a year, it has been estimated.

### **Equal Pay "Fair, Logical" Tobin Tells Conference**

Unequal pay for women doing equal work is "neither fair nor logical," declared Maurice J. Tobin, United States Secretary of Labor, at a national conference on equal pay for women held at Washington recently.

Mr. Tobin urged the conference to "blow away the fog of unrealistic, even romantic, thinking" about equal pay for women that still exists in certain sections of industry and to educate the public to the justice and merits of equal pay.

The conference stressed the support that trade unions can give to the equal pay principle through collective bargaining agreements.

# Wages, Hours and Working Conditions

## The Meat Packing Industry

Average hourly wage rates increased 18 per cent since October, 1950:

Average normal work week reduced; more workers now on five-day week

The high degree of uniformity in wages and working conditions which prevails for meat packing workers throughout Canada is evident in few other Canadian industries. Comparatively limited variations are to be found between plants in wage rates, hours and many other conditions of employment even though the plants are distributed across the country.

Two major influences accounting in part for the uniformity of conditions are to be found in the corporate structure of the industry and in the Union organization among the workers. Three large companies employ two-thirds of the workers in the industry and operate the larger establishments across the country. These companies generally maintain uniform nationwide labour policies. On the other hand, the presence of a single union—the United Packinghouse Workers of America (CIO-CCIL)—embracing the majority of the production workers in the industry has led to almost complete uniformity in collective bargaining objectives. Single collective agreements have been bargained with each company to cover all its plants and these, aside from limited variations, provide for similar working conditions.

Unanimity in bargaining objectives of workers throughout the industry has also accounted in part for the similarity of provisions in the agreements of medium sized firms to those found in the contracts of the "Big Three". It is only in the smaller establishments that marked variations in working conditions are to be found.\*

Although there may be more specialization of labour in the larger plants than in some of the smaller establishments, individual jobs are roughly similar. The process of slaughtering and meat cutting—sometimes known as "disassembly process"—is carried out with a minute

This article is based on the results of the annual survey of wages and working conditions in the manufacturing industries carried out by the Economics and Research Branch of the Department of Labour, on October 1, 1951, and on an examination of collective agreements in the meat packing industry. The geographic distribution of establishments and plant workers used in the analysis of working conditions is as follows:—

Region	Establishments	Employees
Canada	73	14,290
Atlantic Provinces	5	493
Quebec	12	2,647
Ontario	20	5,038
Manitoba	9	1,995
Saskatchewan	9	863
Alberta	9	2,140
British Columbia	9	1,114

division of labour. Each job carries a job rate, from the highly paid "sider", who must possess a high degree of skill, to the lowest paid "bacon wrapper". Consequently, there are many job rates listed in the wage schedules of the various firms in the industry. Moreover, as much shifting from job to job is done, plans have been devised to prevent wide variations in the pay the worker receives for the various jobs he carries on in the plant.

The dependence of the meat packing industry on the primary producer for supplies with which to keep the plant operating has its effect on the employee. In days gone by, the worker in a meat packing establishment often anticipated idleness for part of the work week and almost always for part of the year. Seasonal unemployment still persists in the meat packing industry; but some degree of stability has been assured by the practice of the companies to guarantee a minimum amount of work to each of their employees for every week they are on the payroll. Nevertheless, there are times when, through no fault of the industry or of the primary producer, livestock fail to arrive at the packing houses, leaving the workers idle for part

\*See "Collective Bargaining Contracts in the Canadian Meat Packing Industry", LABOUR GAZETTE, December, 1950, p. 2008.



of the day or week. The recent outbreak of foot and mouth disease caused large lay-offs in the industry because acceptable cattle were not available for slaughtering.

All these factors influence the labour relations practices of the meat packing companies. In the rest of this article, hours, wages and certain of the working conditions are discussed as they now exist in plants across Canada.

## Wage Rates

The index of average hourly wage rates in the slaughtering and meat packing industry had by October 1, 1951, risen to 289.4 in terms of the base year 1939 as 100. This represents an increase of 18 per cent since October, 1950, triple the gain that was made during the preceding year. It compares with a rise of about 12 per cent for the average of all industries.

The increase appears to be accounted for in large part by the terms of two-year collective agreements signed in August, 1950, with the major companies, which provided, in addition to immediate benefits, for "escalator" cost-of-living wage adjustments and for an increase of 3 cents an hour to become effective in August, 1951.

Average hourly wage rates and ranges of rates are shown in Table 1 for 18 selected meat packing occupations, including 10 production, four non-production and three maintenance trades as well as labourers.

The production jobs were selected to show rates in the main operating divisions of the larger meat packing plants. Butchers and siders work on the killing floor; beef cutters, boners, pork cutters and ham trimmers in the beef and pork cutting departments; sausage makers and "linkers and twisters" in the sausage department; and "bacon wrappers and packers" and smokers in the cured and smoked meats department.

The work of slaughtering and dressing cattle, hogs, sheep or calves is almost wholly done by men; lighter tasks such as wrapping bacon or forming sausages, more frequently by women.

Of the skilled and semi-skilled occupations, siders were the highest paid of the male production workers in 1951, averaging \$1.60 an hour for the nation as a whole, and smokers the lowest, receiving \$1.37. Labourers received an average of \$1.24 per hour. Of the two female occupations covered in this study, "bacon wrappers and packers" received an average of \$1.07 and "linkers and twisters", \$1.16 per hour.

Average wage rates for non-production workers ranged from \$1.34 for luggers to \$1.56 for stationary engineers. The three maintenance occupations used in this study were all skilled, with carpenters averaging \$1.54 an hour; machinists, \$1.52; and steamfitters, \$1.51.

Regional variations in wage rates were evident but these were considerably less marked than in most other industries. The important meat processing province of Manitoba reported the highest average rate for 11 of the 18 occupations covered in the study. Occupational wage rates in Quebec and Ontario fell below the national average whereas those for Manitoba, Alberta and British Columbia were commonly higher.

Increases in wage rates over those which prevailed in 1950 occurred in all occupations, with the amounts varying from 18 to 24 cents an hour. Labourers, luggers, machinists and steamfitters received increases which averaged 18 cents and truck drivers and female "linkers and twisters" 24 cents.

## Working Conditions

Changes in working conditions in the meat packing industry, shown by the Labour Department's survey, also reflect the results of the collective bargaining of 1950. The major changes were a reduction in the average normal work week, an increase in the proportion of workers on a five-day week schedule, increased pay for work performed on paid statutory holidays, and a reduction in the length of service required for three weeks' vacation with pay.

**The Normal Work Week** (Table 2).—In the meat products industry, normal weekly hours across Canada ranged from 40 to 50 in 1951, with more than two-thirds of the plant employees on either a 40- or 42-hour schedule. Since 1949, there has been a decided increase in the proportion of plant workers on a 40- and 42-hour week. The employees thus affected were formerly mostly on a 44-hour week. The following percentage distribution of plant employees by normal weekly hours for 1949 and 1951 shows the extent of the change:—

Weekly Hours	1949	1951
40.....	1.3	29.2
42.....	—	39.3
44.....	72.1	17.8
45.....	12.8	9.3
Over 45.....	13.7	2.8
Other.....	.1	1.6

**TABLE 1.—AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE  
SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER, 1951**

Occupation and Locality	Average Wage Rate Per Hour	Range of Rates Per Hour
	\$	\$
<i>Bacon Wrapper and Packer, Female</i>		
Canada.....	1.07	.....
Quebec.....	1.04	1.00-1.10
Montreal.....	1.04	1.00-1.10
Ontario.....	1.00	.79-1.14
Toronto.....	1.10	.68-1.29
Manitoba.....	1.07	.90-1.15
Saskatchewan.....	1.17	1.12-1.25
Alberta.....	1.19	1.11-1.30
British Columbia.....	1.12	1.09-1.18
<i>Boner</i>		
Canada.....	1.45	.....
Quebec.....	1.40	1.21-1.54
Montreal.....	1.45	1.32-1.54
Ontario.....	1.45	1.27-1.75
Toronto.....	1.63	1.50-2.00
Manitoba.....	1.55	1.29-1.79
Saskatchewan.....	1.39	1.32-1.47
Alberta.....	1.45	1.35-1.54
British Columbia.....	1.48	1.42-1.52
<i>Butcher</i>		
Canada.....	1.42	.....
Quebec.....	1.35	1.19-1.55
Montreal.....	1.42	1.28-1.59
Ontario.....	1.36	1.25-1.50
Toronto.....	1.44	1.30-1.60
Manitoba.....	1.54	1.43-1.79
Saskatchewan.....	1.43	1.33-1.55
Alberta.....	1.50	1.36-1.65
British Columbia.....	1.47	1.33-1.61
<i>Carpenter</i>		
Canada.....	1.54	.....
Quebec.....	1.56	.....
Montreal.....	1.56	.....
Ontario.....	1.44	1.25-1.62
Toronto.....	1.53	1.47-1.62
Manitoba.....	1.67	.....
Saskatchewan.....	1.56	1.52-1.64
Alberta.....	1.55	1.47-1.70
British Columbia.....	1.78	1.61-2.00
<i>Cutter, Beef (Butcher, Beef)</i>		
Canada.....	1.42	.....
Quebec.....	1.42	1.24-1.47
Montreal.....	1.42	1.24-1.50
Ontario.....	1.39	1.27-1.60
Toronto.....	1.46	1.36-1.60
Manitoba.....	1.54	1.43-1.62
Saskatchewan.....	1.42	1.38-1.45
Alberta.....	1.41	1.32-1.55
British Columbia.....	1.41	1.31-1.48
<i>Cutter, Pork (Butcher, Pork)</i>		
Canada.....	1.39	.....
Quebec.....	1.33	1.21-1.49
Montreal.....	1.34	1.21-1.49
Ontario.....	1.32	1.24-1.41
Toronto.....	1.33	1.14-1.47
Manitoba.....	1.63	1.48-1.76
Saskatchewan.....	1.36	1.32-1.39
Alberta.....	1.44	1.32-1.55
British Columbia.....	1.47	1.40-1.52

**TABLE I.—AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE  
SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER, 1951**

Occupation and Locality	Average Wage Rate Per Hour	Range of Rates Per Hour
	\$	\$
<i>Ham Trimmer</i>		
Canada.....	1.45	.....
Quebec.....	1.44	1.42-1.49
Ontario.....	1.37	1.21-1.47
Saskatchewan.....	1.41	1.39-1.42
Alberta.....	1.48	1.44-1.55
British.....	1.47	1.37-1.54
<i>Labourer</i>		
Canada.....	1.24	.....
Quebec.....	1.28	1.20-1.38
Montreal.....	1.28	1.20-1.38
Ontario.....	1.20	.92-1.30
Toronto.....	1.29	1.25-1.30
Manitoba.....	1.20	1.15-1.25
Saskatchewan.....	1.24	1.21-1.27
Alberta.....	1.26	1.22-1.37
British Columbia.....	1.31	1.27-1.40
<i>Linker and Twister, Female</i>		
Canada.....	1.16	.....
Quebec.....	1.07	1.04-1.10
Montreal.....	1.07	1.04-1.10
Ontario.....	1.14	.97-1.34
Toronto.....	1.34	1.24-1.49
Manitoba.....	1.24	.88-1.67
Saskatchewan.....	1.19	1.14-1.29
Alberta.....	1.21	1.16-1.27
British Columbia.....	1.13	1.11-1.18
<i>Lugger</i>		
Canada.....	1.34	.....
Quebec.....	1.28	1.27-1.34
Montreal.....	1.27	1.20-1.28
Ontario.....	1.34	1.18-1.50
Toronto.....	1.43	1.37-1.55
Saskatchewan.....	1.32	1.29-1.32
Alberta.....	1.37	1.23-1.53
British Columbia.....	1.42	1.36-1.50
<i>Machinist</i>		
Canada.....	1.52	.....
Quebec.....	1.54	1.42-1.63
Montreal.....	1.52	1.42-1.63
Ontario.....	1.47	1.25-1.63
Toronto.....	1.53	1.40-1.63
Alberta.....	1.64	1.57-1.67
British Columbia.....	1.58	.....
<i>Sausage Maker</i>		
Canada.....	1.39	.....
Quebec.....	1.30	1.07-1.37
Montreal.....	1.30	1.07-1.37
Ontario.....	1.37	1.27-1.55
Toronto.....	1.46	1.31-1.65
Manitoba.....	1.46	1.21-1.67
Saskatchewan.....	1.41	.....
Alberta.....	1.45	1.33-1.60
British Columbia.....	1.43	1.40-1.50



**TABLE 1.—AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE  
SLAUGHTERING AND MEAT PACKING INDUSTRY, OCTOBER, 1951**

Occupation and Locality	Average Wage Rate Per Hour	Range of Rates Per Hour
	\$	\$
<i>Sider (Floorman)</i>		
Canada.....	1.60	.....
Quebec.....	1.54	1.44-1.66
Ontario.....	1.48	1.32-1.75
Toronto.....	1.58	1.40-1.80
Manitoba.....	1.71	1.59-1.79
Saskatchewan.....	1.66	1.59-1.80
Alberta.....	1.58	1.30-1.78
British Columbia.....	1.69	1.64-1.75
<i>Smoker (Smoke House Operator)</i>		
Canada.....	1.37	.....
Quebec.....	1.30	1.25-1.39
Montreal.....	1.29	1.25-1.39
Ontario.....	1.34	1.15-1.45
Toronto.....	1.39	1.31-1.45
Manitoba.....	1.49	1.21-1.64
Saskatchewan.....	1.24	1.32-1.37
Alberta.....	1.41	1.33-1.49
British Columbia.....	1.46	1.36-1.52
<i>Stationary Engineer</i>		
Canada.....	1.56	.....
Quebec.....	1.50	1.30-1.66
Montreal.....	1.51	1.30-1.66
Ontario.....	1.55	1.33-1.73
Toronto.....	1.58	1.43-1.73
Manitoba.....	1.56	1.21-1.81
Saskatchewan.....	1.62	1.46-1.67
Alberta.....	1.60	1.46-1.71
British Columbia.....	1.55	1.54-1.60
<i>Stationary Fireman</i>		
Canada.....	1.39	.....
Quebec.....	1.37	1.08-1.49
Montreal.....	1.35	1.08-1.49
Ontario.....	1.37	1.15-1.50
Manitoba.....	1.45	1.32-1.55
Saskatchewan.....	1.42	1.35-1.47
Alberta.....	1.40	1.32-1.46
British Columbia.....	1.40	1.37-1.48
<i>Steamfitter</i>		
Canada.....	1.51	.....
Quebec.....	1.55	1.52-1.57
Montreal.....	1.55	1.52-1.57
Ontario.....	1.48	1.32-1.62
Toronto.....	1.52	1.40-1.62
Manitoba.....	1.61	1.49-1.76
Saskatchewan.....	1.56	1.51-1.62
Alberta.....	1.56	1.52-1.64
British Columbia.....	1.56	1.39-1.75
<i>Truck Driver</i>		
Canada.....	1.44	.....
Quebec.....	1.41	1.38-1.48
Montreal.....	1.41	1.38-1.51
Ontario.....	1.38	1.04-1.51
Toronto.....	1.47	1.14-1.65
Manitoba.....	1.59	1.36-1.96
Saskatchewan.....	1.39	1.37-1.42
Alberta.....	1.43	1.37-1.54
British Columbia.....	1.48	1.46-1.50

**TABLE II.—THE NORMAL WORK WEEK FOR PLANT EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, OCTOBER, 1951**

Normal Weekly Hours	Canada	Atlantic Provinces	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
<i>Employees on a 5-day Week</i>								
40.....	1,764		27	319	897			521
42.....	3,562			848	814	591	1,309	
44.....	1,859		1,581	143		59	58	18
45.....	1,051		265	786				
Other.....	150		8	142				
Total.....	8,386		1,881	2,238	1,711	650	1,367	539
<i>All Employees</i>								
40.....	4,172	321	27	1,339	908	159	757	661
42.....	5,614	125		2,343	814	591	1,309	432
42½.....	237		237					
44.....	2,547	26	1,890	181	258	113	58	21
45.....	1,322		412	904	6			
48.....	360	7	66	271			16	
Other.....	38		29		9			
Total.....	14,290	479	2,661	5,038	1,995	863	2,140	1,114

In Quebec, 71 per cent of the plant workers were employed by establishments which reported a 44-hour week. About three-quarters of the workers in Ontario and more than 85 per cent of the employees in each of the other five regions were employed in plants reporting a weekly schedule of 40 or 42 hours.

In 1951, the workers in plants on a 5-day week constituted 59 per cent of the industry, compared with 39 per cent in 1949.

**Overtime Payment.**—Time and one-half was the usual overtime rate for work after standard daily or weekly hours. Double time was paid to the majority of plant employees for work on Sunday.

For work on paid statutory holidays, plants which reported payment of double time and one-half employed four-fifths of the workers. Most of the remaining workers were in plants where double time was paid for work on these days. The most significant change in overtime policy during the last two years has been an increase in the proportion of workers being paid double time and one-half for work on statutory holidays; in 1949 less than a quarter of the workers were reported receiving this rate.

During the last week of September, 1951, some 11,600 overtime hours were reported worked by employees in the meat products industry.

**Vacations with Pay** (Table 3).—All establishments in the meat products industry which gave information on this subject reported an initial vacation of at least

one week, usually after a year of employment. Eleven establishments, employing seven per cent of the workers, reported an initial vacation of two weeks; almost all the remaining establishments provided two weeks after longer service, generally five years. Of the 53 plants which reported a maximum vacation of three weeks, 42, employing 89 per cent of the total workers, reported a service requirement of 15 years before employees would be entitled to this longer vacation.

Although the proportion of plant employees who could become eligible for a maximum vacation of three weeks rose from 88 per cent in 1949 to 95 per cent in 1951, the most significant change was in the length of service required for this maximum vacation. In 1949, the majority of workers were employed in plants which required 20 years, but by 1951, the more common service requirement was 15 years. Five of the smaller establishments allowed three weeks after only 10 years' service and two after only 5 years' service.

**Statutory Holidays** (Table 4).—Little change has occurred since 1949 in the number of statutory holidays observed or the number paid for. The predominant number of paid holidays in the meat products industry in 1951 was eight, this number being reported by plants employing more than 90 per cent of the workers.

**Shift Differentials.**—About 600 plant workers were reported on afternoon and night shifts during the survey period in 1951. The majority of these workers were paid a shift differential of 5 cents per hour for work on both these shifts.

**TABLE III.—ANNUAL VACATION WITH PAY FOR PLANT EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, OCTOBER 1951**

Length of Vacation and Service Requirements	Canada		Atlantic Provinces		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<b>Initial Vacation</b>																
<b>One Week with Pay</b>	61	13,290	4	165	11	2,595	19	5,034	9	1,995	2	30	8	2,082	8	1,095
After: Less than one year	5	162			1	27	1	90	1	15	2	30				
One year	56	13,134	4	465	10	2,568	18	4,944	8	1,980			8	2,082	8	1,095
<b>Two Weeks with Pay</b>	11	966			1	52	1	4			7	833	1	58	1	19
After: One year																
Total	72	14,262	4	465	12	2,647	20	5,038	9	1,995	9	863	9	2,140	9	1,114
<b>Maximum Vacation</b>																
<b>Two Weeks with Pay</b>	13	543			2	22	4	210	4	212			2	41	1	58
After: Less than 5 years	9	406					2	95	4	212			2	41	1	58
5 years and over	4	137			2	22		115								
<b>Three Weeks with Pay</b>	53	13,532	4	465	9	2,610	14	4,082	5	1,788	8	858	7	2,098	6	1,034
After: 5 years	2	118									1	60	1	58		
10 years	5	494			1	27	1	90							3	377
15 years	42	12,082	4	465	7	2,523	11	4,444	4	1,753	7	799	6	2,041	3	657
20 years	4	238			1	60	2	148	1	30						
<b>Initial Vacation Maintained</b>	6	187			1	15	2	146			1	4			2	22
Total	72	14,262	4	465	12	2,647	20	5,038	9	1,995	9	863	9	2,140	9	1,114



TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MEAT PRODUCTS INDUSTRY, OCTOBER 1951

Number of Statutory Holidays Observed	Canada		Atlantic Provinces		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Fewer than 8	5	294	1	28	2	42	2	224								
8	50	12,992	4	465	8	2,583	14	4,633	8	1,980	8	803	5	1,781	3	657
9	9	505					3	91	1	15	1	60	1	58	3	371
More than 9	9	499			2	22	1	90					3	301	3	86
Total	73	14,290	5	493	12	2,647	20	5,038	9	1,995	9	863	9	2,140	9	1,114
Number of Statutory Holidays Paid for Although Not Worked																
None	2	71					1	55					1	16		
Fewer than 8	6	438	1	28	2	42	3	308								
8	50	13,020	4	465	8	2,583	13	4,491	8	1,980	8	803	6	2,041	3	657
9	9	602					2	34	1	15	1	60	1	58	4	435
More than 9	6	159			2	22	1	90					1	25	2	22
Total	73	14,290	5	493	12	2,647	20	5,038	9	1,995	9	863	9	2,140	9	1,114

**Special Wage Clauses.**—Adjustment of wages in relation to changes in the official cost-of-living index was reported by 49 establishments employing 93 per cent of the total workers in the industry. In virtually all of these plants, adjustments were made quarterly and the amount of adjustment in most cases was one cent per hour for each 1.3 point rise in the index. A number of establishments reported such escalator arrangements but did not indicate the amount of adjustment.

Severance pay was reported by 15 plants employing one-quarter of the total

workers. The amount of this termination allowance to workers leaving the employ of a company varied according to the number of years' service and was additional to any earned vacation credits.

Call-in pay\* was reported by half the establishments in the industry, most of which guaranteed four hours' pay. Reporting pay (of three or four hours in most instances) was guaranteed by nearly two-thirds of the firms in the industry. Detailed information on this subject is as follows:—

Extent of Guaranteed Pay	Minimum Call-in Pay (Outside Regular Hours)		Minimum Reporting Pay (Regular Hours)	
	Plants	Workers	Plants	Workers
2 hours.....	—	—	1	169
3 hours.....	2	110	14	2,885
4 hours.....	34	9,794	30	8,505
No guarantee.....	17	1,533	20	2,426
No information.....	20	2,853	8	305
	73	14,290	73	14,290

An interesting feature of employment in most meat packing establishments is the guarantee of a minimum number of hours' pay for each week at work. Since this provision was not studied in the Labour Department's annual survey of working conditions, no exact statistics are available; but an examination of collective agreements indicates the predominance of a guarantee of 36 hours.

**Pensions and Welfare Schemes.**—Some 10,900 employees were in establishments which reported having pension plans. Health and welfare insurance schemes were reported by 59 establishments employing 13,539 workers.

**Job Training.**—Organized training programs were in effect in 19 plants employing 6,500 employees. About 1,083 workers were actually receiving instruction at the time of the survey. Of these, 865 were receiving classroom or on-the-job training and 218 were being trained for supervisory work.

**Industrial Safety.**—In the meat products industry, facilities of one or more kinds

for the prevention and treatment of industrial accidents and illnesses were reported by 65 plants employing 13,988 workers. The various types of facilities provided and the percentage of employees covered by each are as follows:—

	Percentage of Total Number of Employees Covered
Worker-supervisory safety committees .....	86
Safety engineers .....	35
Employees trained in first aid..	83
Recurring medical examinations..	26
Full-time nurse .....	71
Full-time or part-time doctor...	11

\*Minimum call-in pay is a specified number of hours' pay guaranteed to employees called in to work outside their regular hours. Reporting pay is somewhat similar except that it is applicable to regular hours. If an employee reports for duty on his regular shift and there is no work available, then he is assured of being paid for a specified number of hours.

## Factory Hiring in U.S. Rose Slightly in May

Stepped-up hiring in soft goods manufacturing and a greater-than-seasonal rise in food processing were primarily responsible for a pickup in the hiring of factory workers in the United States in May.

The hiring rate rose from 37 to 39 per 1,000 employees between April and May, according to preliminary estimates of the U.S. Department of Labor's Bureau of Labor Statistics.

# Prices and the Cost of Living\*

## Cost-of-Living Index, June 2, 1952

Moving upward after four successive monthly drops, the Dominion Bureau of Statistics cost-of-living index rose 0.6 points (0.3 per cent) to 187.3 between May 1 and June 2. Increases in food and rent indexes overbalanced decreases in clothing, fuel and light, and home furnishings and services.

Excluding potatoes, most foods were lower in price, but an exceptionally large increase of nearly 13 cents per ten pounds of potatoes, combined with higher prices for most other fresh vegetables and fresh pork, raised the food index from 235.3 to 237.0. Decreases were registered for beef, butter, bacon, coffee and oranges.

The home furnishings and services index declined from 198.2 to 197.2, reflecting lower prices for electrical equipment, furniture and floor coverings, which outweighed higher laundry charges. A decrease in the clothing series from 210.1 to 209.3 was largely the result of reductions in women's nylon hosiery and men's sweaters, pyjamas, and socks.

\*See Tables F-1 to F-6 at end of book.

Further seasonal decreases in coal and coke lowered the fuel and light index from 150.6 to 149.8, while the miscellaneous items index remained unchanged at 147.4. Reflecting the results of a June survey, the rent index advanced from 146.3 to 147.9.

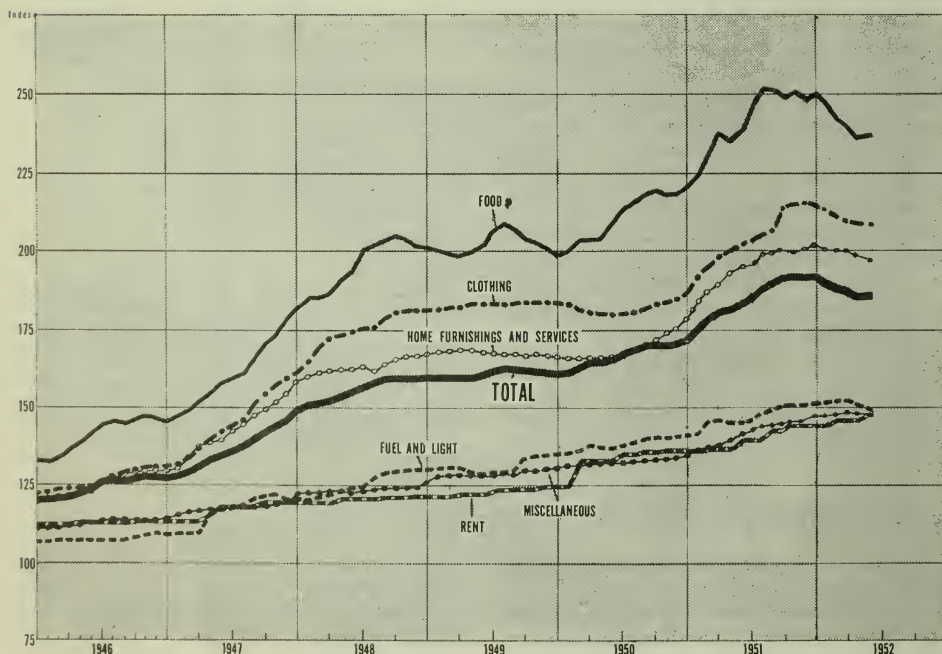
From August, 1939, to June, 1952, the percentage increase in the total index was 85.8.

## City Cost-of-Living Indexes, May, 1952

Cost-of-living indexes for all nine regional centres declined between April 1 and May 1, 1952. Substantial decreases in the food indexes were mainly responsible. Declines were registered for butter, meats, other fats, sugar and fruits, while fresh vegetables moved higher, led by further increases in potatoes.

Home furnishings and services indexes were lower at all centres except Halifax, reflecting principally declines within the electrical goods section. Higher telephone rates for Halifax were sufficient to offset the decline in electrical goods prices. Seasonal weakness in coal prices reduced the fuel and light series at most centres, although the Toronto fuel index advanced because of higher rates for domestic gas.

## COST OF LIVING IN CANADA FROM JANUARY 1946





In the miscellaneous items indexes, reductions reflected lower prices for cigarettes, automobile tires, and magazines. For Vancouver an increase in the miscellaneous items index reflected higher street car fares and theatre admission rates. Clothing price changes were slight. Rents were not surveyed in May and the indexes remained unchanged.

Composite city cost-of-living index decreases between April 1 and May 1, 1952, were as follows: Montreal, 2·8 to 191·0; Saskatoon, 2·7 to 181·0; Saint John, 2·6 to 184·2; Edmonton, 2·2 to 177·8; Toronto, 1·9 to 182·9; Vancouver, 1·7 to 190·6; Winnipeg, 1·4 to 180·5; St. John's, ·7 to 103·1<sup>1</sup>; and Halifax, ·4 to 177·4.

### Wholesale Prices, May, 1952

Continuing the trend begun last August, the general index of wholesale prices (1935-39=100) dropped 2·1 points or 0·9 per cent in May to 224·8. This figure was 7·1 per cent below that of May, 1951.

<sup>1</sup> Index on the base June, 1951=100.

The price indexes of vegetable, animal, textile, wood, iron and chemical products, and of non-ferrous metals, were down in May from April, while that of non-metallic minerals was slightly higher. The May index figures of all except non-metallic minerals and iron products were substantially below the corresponding figures for May, 1951.

The price index of general building materials inched up 0·7 points in May to 286·9 but this figure was still lower than that of any other month since January, 1951. The index of residential building materials eased 0·8 points in the month to 284·4, continuing the downward trend begun last November and representing the lowest figure since March, 1951. The component indexes for paint and glass, roofing material, lumber and its products, and plumbing and heating equipment, were lower; that of brick, tile and stone higher; the others, unchanged.

## Strikes and Lockouts

### Canada, May, 1952\*

Time lost in labour-management disputes which resulted in work stoppages was high during the month, amounting to almost a quarter-million days, the greatest May loss since 1947. Five stoppages in the textile and clothing industry in Quebec caused 57 per cent of the total idleness and nine disputes in the construction industry, 17 per cent.

Wage increases and related questions were predominant issues in 25 stoppages, causing 97 per cent of the total loss. Eight disputes arose over causes affecting working conditions; three over union questions; two over alleged discrimination; and four over dismissals and suspensions.

Preliminary figures for May, 1952, show 42 strikes and lockouts in existence, involving 22,973 workers, with a time loss of 247,733 days, compared with 35 strikes and lockouts in April, 1952, with 12,055 workers involved and a loss of 178,605 days. In May, 1951, there were 40 strikes and lockouts, with 8,038 workers involved and a loss of 35,167 days.

\*See Tables G-1 and G-2 at end of book.

For the first five months of 1952, preliminary figures show 92 strikes and lockouts, with 43,818 workers involved and a loss of 614,663 days. In the same period in 1951, there were 106 strikes and lockouts, involving 26,511 workers and a loss of 99,417 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May, 1952, was 0·27 per cent of the estimated working time, compared with 0·19 per cent in April, 1952; 0·04 per cent in May, 1951; 0·13 per cent for the first five months of 1952; and 0·02 per cent for the first five months of 1951.

Of the 42 strikes and lockouts in existence in May, 1952, four were settled in favour of the workers, four in favour of the employers, six were compromise settlements and 15 were indefinite in result, work being resumed pending final settlement. At the end of the month 13 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no

longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945,

and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; and handbag factory workers at Montreal, P.Q., on August 30, 1951.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1952, was 141 and nine were still in progress from the previous month, making a total of 150 during the month. In all stoppages of work in progress, 37,700 workers were involved and a time loss of 249,000 working days caused.

Of the 141 disputes leading to stoppages of work which began in March, five, directly involving 17,000 workers, arose out of demands for advances in wages and 45,

directly involving 6,000 workers, on other wage questions; nine, directly involving 1,300 workers, on questions as to working hours; 26, directly involving 3,300 workers, on questions respecting the employment of particular classes or persons; 48, directly involving 3,100 workers, on other questions respecting working arrangements; four, directly involving 1,200 workers, on questions of trade union principle; and four, directly involving 2,000 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for April, 1952, show that 475 work stoppages resulting from labour-management disputes, in which 1,000,000 workers were involved, began in the month. The time loss for all strikes and lockouts in progress during the month was 5,300,000 man-days. Corresponding figures for March, 1952, are 400 work stoppages involving 240,000 workers and a time loss of 1,400,000 days.

# Selected Publications Recently Received in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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### *American Federation of Labor*

1. **International Typographical Union of North America.** *The Record of the Formation of the American Federation of Labor.* Indianapolis, 1951. Pp. 60.

2. **McKelvey, Jean Trepp.** *A.F.L. Attitudes Toward Production, 1900-1932.* Ithaca, Cornell University, c1952. Pp. 148.

### *Arbitration, Industrial*

3. **Warren, Edgar Lovett.** *The Arbitration Process*, by Edgar L. Warren and Irving Bernstein. Los Angeles, University of California, 1950. Pp. 16-32.

4. **Warren, Edgar Lovett.** *The Mediation Process*, by Edgar L. Warren and Irving Bernstein. Los Angeles, University of California, 1949. Pp. 441-457.

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5. **Bridges-Robertson-Schmidt Defense Committee, San Francisco.** *The Law and Harry Bridges.* San Francisco, 1952. Pp. 26.

6. **Postgate, Raymond William.** *The Life of George Lansbury.* London, Longmans, Green, 1951. Pp. 332.

### *Collective Bargaining*

7. **American Iron and Steel Institute, New York.** *Classified Provision of Thirty-*

*One Pension Agreements for Wage Earners in the Iron and Steel Industry.* New York, 1951. Pp. 228.

8. **U.S. Bureau of Labor Statistics.** *Collective Bargaining in the Meat-Packing Industry.* Washington, G.P.O., 1952. Pp. 49.

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9. **Anderson, Dewey.** *A Policy and Program for Success*, by Dewey Anderson and Stephen Raushenbush. Washington, Public Affairs Institute, c1950. Pp. 76.

10. **Campbell, Wallace J.** *Helping People help Themselves*, by Wallace J. Campbell and Richard Y. Giles. Washington, Public Affairs Institute, c1950. Pp. 72.

11. **Condliffe, John Bell.** *Point Four and the World Economy: Point Four; Economic Development*, by J. B. Condliffe. *Brazil, a Case Study*, by Harold H. Hutcheson. New York, Foreign Policy Association, 1950. Pp. 62.

12. **Cooke, Morris Llewellyn.** *Groundwork for Action*, by Morris Llewellyn Cooke and others, Washington, Public Affairs Institute, c1950. Pp. 96.

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16. **Harris, Seymour Edwin.** *Foreign Aid and Our Economy.* Washington, Public Affairs Institute, c1950. Pp. 76.

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21. **Rosenthal, Morris Sigmund.** *Where is the Money Coming from?* Washington, Public Affairs Institute, c1950. Pp. 59.

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35. **Great Britain. Joint Advisory Committee of the Cotton Industry.** *Dust in Card Rooms. Second Interim Report.* . . . London, H.M.S.O., 1952. Pp. 54.

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## Price Controls Extended For Ten Months in U.S.

Price controls in the United States have been extended until April 30, 1953, by the Defence Production Act Amendments of 1952, signed by President Truman June 30. The President had asked extension of the Act until June 30, 1954.

The amendments also abolished the Wage Stabilization Board, effective July 30, and provided for its replacement by a new agency. The new agency, when chosen, will have no "jurisdiction with respect to any labour dispute".

The present WSB is forbidden by the amendments to issue any new regulations, except with respect to individual cases pending before the Board prior to June 27. This clause will have the effect of holding up policies on productivity wage increases and severance pay, at least until a new board is created.

Members of the new board will be appointed by the President; his nominations must be approved by the Senate. The number of board members, too, will be decided by the President but they will be divided equally among the public, business and industry, and labour.

The amended legislation prohibits price controls on fresh, canned or frozen fruits and vegetables and on services provided by state and municipal governments. It relaxes price controls on some grocery items at wholesale and retail levels, on processed farm products (manufacturers and processors are allowed to pass on to consumers cost increases since the beginning of the Korean War), on milk, some meats and automobiles.

As amended, the Act extends wage control to April 30, 1953, but exempts from wage control all farm labourers, workers in a plant employing eight or fewer persons, professional architects and engineers, certified public accountants, and persons earning less than \$1 an hour.

The ban on instalment buying is abolished, as are real estate credit curbs until the rate of housing construction increases 10 per cent above the present level.

Rent controls are abolished, effective September 30, in all but "critical" defence housing areas, unless local bodies request their continuance.

## Higher Fee for Reinstatement Than for Initiation Not Illegal--NLRB

It is not illegal for a union to charge a higher fee for reinstating a former member than it charges as an initiation fee for those applying for membership for the first time, the United States Labor Relations Board has ruled.

The Taft-Hartley Act forbids a union to charge employees under a union shop agreement "a membership fee in an amount which the Board finds excessive or discriminatory under all the circumstances".

The Board was hearing a case brought against a company and the union there by an employee who was discharged because he refused to pay the union's \$60 reinstatement fee. He had formerly been a member of the union at another plant and offered to pay the \$50 initiation fee.

The majority of the Board decided that the \$60 fee was not excessive and consequently was not discriminatory.

In another decision issued at the same time, however, the Board unanimously re-affirmed an earlier ruling that a union violates the law by charging a higher initiation fee for long-service employees who had not joined the union before a legal union-shop contract took effect. The Board held that such a differential in fees is illegal because it penalizes a worker for not joining a union at a time when he could not legally be required to join.

## U.S. Work Stoppages in May

Workers directly involved in work stoppages in the United States in May totalled about 1,200,000. The nation-wide steel strike which lasted from April 29 to May 3 accounted for half of all workers on strike.

Man-days lost through strikes rose to 7,500,000—about 0.9 per cent of the estimated total working time of all workers—during the month. This is the highest in any month since February, 1950, and about a third higher than the loss in April.

Approximately 675 strikes were in progress in May, including 220 that began in earlier months.



# LABOUR STATISTICS

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	984
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-1—Distribution of Immigrants as Adult Males, Adult Females, and Children.....	985
Table A-2—Distribution of All Immigrants by Region.....	985
Table A-3—Distribution of Immigrants by Occupation.....	986
<i>D.B.S. Labour Force Survey</i>	
Table A-4—Estimated Distribution of Canadian Manpower.....	986
Table A-5—Regional Distribution of Persons with Jobs.....	987
Table A-6—Percentage Distribution of Persons With Jobs By Hours Worked Per Week.....	987
Table A-7—Regional Distribution of Persons Without Jobs and Seeking Work.....	987
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	988
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	989
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	989
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	990
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	991
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	991
Table C-6—Hours and Earnings by Industry.....	992
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	993
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	99
Table D-2—Unfilled Vacancies by Industry and by Sex.....	994
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	995
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	995
Table D-5—Activities of National Employment Service Offices.....	996
Table D-6—Applications and Placements Since 1942.....	998
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	999
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	999
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1000
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1000
Table E-5—Estimates of the Insured Population.....	1000
Table E-6—Unemployment Insurance Fund.....	1001
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	1002
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1003
Table F-3—Index Numbers of Staple Food Items.....	1003
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1004
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1008
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1009
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1010
Table G-2—Strikes and Lockouts in Canada During May.....	1011
<b>H—Industrial Accidents</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	1015
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	1016

TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	May	April	April	April	April	April
<b>Total Population*</b> .....	000		14,009	13,845	11,975	11,267
<b>Labour Force—</b>						
Civilian labour force (1).....	000	5,179	5,114	†	†	†
Persons with jobs.....	000	4,967	4,944	†	†	†
Male.....	000	3,872	3,857	†	†	†
Female.....	000	1,095	1,087	†	†	†
Paid workers.....	000	3,725	3,628	†	†	†
Without jobs and seeking work.....	000	212	170	†	†	†
Index of employment (1939=100).....	177.4	177.7	173.3	159.0	†	†
Immigration.....	No.		14,188	7,515	855	2,124
Adult males.....	No.		6,678	2,922	169	640
<b>Earnings and Hours—</b>						
Total labour income.....	\$000,000		763	648	†	†
Per capita weekly earnings.....	\$	54.30	54.32	44.77	†	†
Average hourly earnings, mfg.....	c	129.0	112.8	101.7	†	†
Average hours worked per week, mfg.....		42.0	42.4	42.8	†	†
Real weekly earnings, mfg. (2).....		118.8	108.8	109.8	†	†
<b>National Employment Service—</b>						
Live Applications for employment						
(1st of month) (3).....	000	310.2	384.9	428.3	67.4	†
Unfilled vacancies (1st of month) (4).....	000	42.1	29.5	24.0	141.9	†
Placements, weekly average.....	000		17.7	13.4	†	†
<b>Unemployment Insurance—</b>						
Ordinary live claims (1st of month).....	000	218.1	320.3	226.5	16.4	†
Balance in fund.....	\$000,000		672.8	580.3	196.3	†
<b>Price Indexes—</b>						
General wholesale (4).....		224.8	226.9	242.4	†	†
Cost-of-living index (1).....		186.7	188.7	181.8	119.1	100.6
Residential building materials (4).....			287.6	227.2	†	†
<b>Production—</b>						
Industrial production index (1).....			213.9	218.2	190.8	200.8
Mineral production index (1).....				153.8	143.0	106.6
Manufacturing index (4).....			220.2	228.5	199.2	222.4
Pig iron.....	000 tons		214.3	211.1	185.3	170.4
Steel ingots and castings.....	000 tons		316.6	312.0	279.3	260.8
Inspected slaughtering, cattle.....	000	122.2	81.5	94.0	89.8	93.5
hogs.....	000	532.6	571.7	302.1	403.3	793.3
Flour production.....	000,000 bbls.		1.97	2.09	1.63	1.95
Newsprint (2).....	000 tons		471.2	447.6	422.8	236.4
Cement producers' shipments.....	000,000 bbls.		1.58	1.53	1.38	(5)0.39
Automobiles and trucks.....	000		46.9	41.1	26.4	11.1
Gold.....	000 fine oz.		363.1	363.1	369.1	245.6
Copper.....	000 tons		22.1	23.9	22.3	22.5
Lead.....	000 tons		14.4	10.1	10.5	12.6
Nickel.....	000 tons		12.3	10.5	11.2	11.6
Zinc.....	000 tons		29.3	25.6	23.6	22.6
Coal.....	000 tons		1,285	1,394	1,317	1,236
Crude petroleum.....	000,000 bbls.			2.45	2.05	0.84
Electric power.....	000,000 k.w.h.		5,030	4,897	4,070	3,277
<b>Construction—</b>						
Contracts awarded.....	\$000,000		102.8	146.7	112.9	27.7
Dwelling units started.....	000		7.1	7.5	7.4	†
completed.....	000		5.3	5.7	5.4	†
under construction.....	000		38.8	51.1	50.8	†
<b>Distribution—</b>						
Wholesale sales index, unadjusted (4).....			361.5	352.4	†	†
Retail trade.....	\$000,000		919.9	859.2	753.7	†
Imports, excluding gold.....	\$000,000		387.9	324.0	230.9	137.5
Exports, excluding gold.....	\$000,000		380.8	346.8	205.5	282.9
<b>Railways—</b>						
Revenue freight, ton miles.....	000,000			5,190	4,453	5,749
cars loaded.....	000		358.4	325.7	292.2	285.0
<b>Banking and Finance—</b>						
Common stocks, index (1).....		169.0	175.8	165.6	125.9	79.3
Preferred stocks, index (1).....			157.2	165.2	154.4	118.7
Bond yields, Dominion, index (4).....		113.1	115.4	104.9	90.7	97.3
Cheques cashed, individual accounts.....	\$000,000		10,487	9,017	7,443	4,561
Bank loans, current public.....	\$000,000		2,800	2,886	2,226	867
Money supply.....	\$000,000			4,777	4,483	(5)3,153
Circulating media in hands of public.....	\$000,000		1,261	1,198	1,178	893
Deposits.....	\$000,000			3,579	3,305	(5)2,163

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Yearbook issued by the Dominion Bureau of Statistics.

\* Population figures given are as at June 1, 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at March 1, 1952, and March 3, 1951. Estimates are based on the 1951 census. Detailed figures will be found in tables A4-A7 of this issue.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

# A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN**

Source: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
January.....	2,456	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION**

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676



**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA  
BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951									
January*	643	966	707	210	124	140	194	254	3,238
February	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418
August	2,333	3,039	3,050	436	465	245	379	487	10,434
September	1,461	2,395	2,605	417	415	222	381	431	8,327
October	2,317	3,977	4,728	569	444	274	805	545	13,659
November	2,019	3,878	5,209	632	424	311	748	515	13,736
December	1,710	3,922	3,369	478	310	217	1,004	613	11,623

\* Statistics by occupation available for male immigrants only, prior to January, 1951.

**TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER**

(Estimated in thousands of persons, 14 years of age and over)  
SOURCE: D.B.S. Labour Force Survey

Population Class	March 1, 1952			Nov. 3, 1951		March 3, 1951	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population....	4,965	4,922	9,887	4,920	9,790	4,874	9,688
A. Labour Force.....	4,053	1,126	5,179	4,085	5,210	4,005	5,114
1. Persons with jobs.....	3,872	1,095	4,967	4,005	5,110	3,857	4,944
(1) Agricultural.....	786	39	825	825	875	794	834
Paid Workers.....	83	(a)	87	84	90	65	68
Employers.....	61	(a)	62	36	37	29	30
Own Account Workers.....	477	(a)	482	540	547	529	536
Unpaid Workers.....	165	29	194	165	201	171	200
(2) Non-Agricultural.....	3,086	1,056	4,142	3,180	4,235	3,063	4,110
Paid Workers.....	2,666	972	3,638	2,740	3,710	2,605	3,560
Employers.....	205	15	220	124	131	124	130
Own Account Workers.....	194	36	230	301	347	313	367
Unpaid Workers.....	21	33	54	15	47	21	53
2. Persons without jobs and seeking work	181	31	212	80	100	148	170
B. Not in the Labour Force.....	912	3,796	4,708	835	4,580	869	4,574
1. Permanently unable or too old to work	154	94	248	155	246	172	270
2. Keeping house.....		3,233	3,233	(a)	3,229	(a)	3,168
3. Going to school.....	360	337	697	343	656	340	665
4. Retired or voluntarily idle.....	388	126	514	330	435	349	458
5. Other.....	10	(a)	16	(a)	14	(a)	13

(a) Fewer than 10,000.

## INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(This table, formerly numbered A-5, will not appear in this issue. When the data becomes available, this table will reappear bearing the number A-8.)

**TABLE A-5.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	March 1, 1952		November 3, 1951	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	92	1.9	102	2.0
Maritime Provinces.....	375	7.5	409	8.0
Quebec.....	1,412	28.4	1,438	28.1
Ontario.....	1,779	35.8	1,807	35.4
Prairie Provinces.....	899	18.1	934	18.3
British Columbia.....	410	8.3	420	8.2
<b>Canada.....</b>	<b>4,967</b>	<b>100.0</b>	<b>5,110</b>	<b>100.0</b>

**TABLE A-6.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK**

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Mar. 1, 1952	Nov. 3, 1951	Mar. 1, 1952	Nov. 3, 1951
0.....	2.4	1.2	3.8	2.6
1-14.....	3.4	2.8	1.6	1.3
15-24.....	6.2	4.9	3.0	3.2
25-34.....	7.0	4.5	3.8	5.5
35-44.....	15.8	11.7	53.1	53.6
45-54.....	29.3	28.0	26.7	26.1
55 hours and over.....	35.9	46.9	8.0	7.7
<b>Total.....</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE A-7.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	March 1, 1952		November 3, 1951	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	11	5.2	(a)	(a)
Maritime Provinces.....	23	10.8	10	10.0
Quebec.....	75	35.4	32	32.0
Ontario.....	55	25.9	32	32.0
Prairie Provinces.....	24	11.3	10	10.0
British Columbia.....	24	11.3	11	11.0
<b>Canada.....</b>	<b>212</b>	<b>100.0</b>	<b>100</b>	<b>100.0</b>

(a) Fewer than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—April.....	40	210	40	161	141	21	613
May.....	45	206	43	165	144	21	624
June.....	49	212	49	170	149	21	650
July.....	50	211	53	170	148	21	653
August.....	52	214	54	171	148	22	661
September.....	49	217	54	173	149	22	664
October.....	49	216	53	174	149	22	663
November.....	48	216	51	176	152	22	665
December.....	46	213	46	167	151	22	645
*1950—April.....	44	218	43	172	149	22	648
*1951—January.....	59	252	47	187	160	25	730
February.....	59	254	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	71	219	179	29	857
December.....	73	268	55	225	188	28	837
*1952—January.....	71	281	59	212	181	29	833
February.....	74	287	59	212	186	28	846
March.....	70	292	61	214	187	28	852
April.....	60	294	66	218	187	29	854

\* Includes Newfoundland.



## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

**Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,314,982.**

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....	186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951.....	186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....	177.8	206.0	149.1	194.4	166.6	187.5	168.8	142.0	201.4	187.7
Percentage Distribution of Employees of Re- porting Establishments at April 1, 1952.....	100.0	0.2	3.6	3.0	29.1	42.9	5.2	2.2	4.6	9.2

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

### TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951.....	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951.....	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951.....	186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.89
Dec. 1, 1951.....	186.6	416.7	223.6	52.41	189.1	451.8	238.9	54.44
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.8	411.1	231.5	54.27	188.0	466.4	248.0	56.52

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers 1939=100						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Apr. 1 1952	Mar. 1 1952	Apr. 1 1951
	Apr. 1 1952	Mar. 1 1952	Apr. 1 1951	Apr. 1 1952	Mar. 1 1952	Apr. 1 1951			
(a) PROVINCES									
Prince Edward Island.....	206.0	160.6	152.0	358.3	322.4	289.9	\$ 34.62	\$ 39.95	\$ 37.95
Nova Scotia.....	149.1	146.7	140.3	331.7	309.8	279.4	47.66	45.24	42.70
New Brunswick.....	194.4	185.3	177.1	444.0	430.2	372.6	46.33	47.11	42.53
Quebec.....	166.6	169.6	160.3	407.0	412.7	348.2	52.02	51.81	46.23
Ontario.....	187.5	187.5	187.3	431.8	429.0	386.6	56.46	56.09	50.53
Manitoba.....	168.6	167.8	165.2	336.8	336.2	302.6	51.38	51.52	47.13
Saskatchewan.....	142.0	141.7	135.3	294.1	294.7	256.8	50.21	50.44	46.01
Alberta.....	201.4	201.8	187.0	428.7	431.4	356.1	54.17	54.40	48.44
British Columbia.....	187.7	183.9	181.0	429.9	415.4	353.2	59.53	58.71	50.74
CANADA.....	177.8	178.0	173.3	411.1	409.0	357.8	54.27	53.95	48.43
(b) METROPOLITAN AREAS									
Sydney.....	110.3	111.0	105.4	294.0	260.5	245.9	59.59	52.48	52.10
Halifax.....	222.0	216.9	209.1	435.4	411.3	349.9	45.94	44.41	39.20
Saint John.....	204.9	200.8	187.9	437.4	405.6	356.8	45.75	43.29	40.74
Quebec.....	149.6	147.2	144.6	345.4	339.2	301.4	43.03	42.94	38.80
Sherbrooke.....	167.4	171.9	171.1	390.0	402.2	361.5	45.21	45.40	41.01
Three Rivers.....	163.3	162.7	166.6	412.8	406.3	378.2	50.56	49.96	45.86
Drummondville.....	184.5	187.6	.....	462.5	501.3	.....	48.01	51.16	.....
Montreal.....	175.8	174.2	170.9	400.3	393.0	346.8	52.04	51.59	46.36
Ottawa—Hull.....	185.3	185.3	183.5	390.0	388.9	343.5	48.74	48.64	43.36
Peterborough.....	197.8	198.5	201.1	544.6	543.2	479.6	58.15	57.82	50.19
Oshawa.....	246.1	242.9	274.3	648.0	631.9	704.6	62.28	61.51	60.78
Niagara Falls.....	260.6	257.0	222.1	696.2	678.9	507.2	64.38	63.67	55.03
St. Catharines.....	236.6	236.8	233.6	621.4	625.1	561.6	64.44	64.77	58.95
Toronto.....	194.2	193.3	194.1	433.6	428.8	390.0	56.39	56.05	50.40
Hamilton.....	201.5	198.7	199.5	486.0	473.7	434.3	58.41	57.72	52.74
Brantford.....	209.8	209.8	211.2	582.6	572.8	502.6	57.66	56.70	49.47
Galt.....	150.5	151.3	154.7	371.6	372.4	340.9	50.67	50.52	45.08
Kitchener.....	168.9	167.0	183.6	409.3	400.7	401.1	51.48	50.97	46.40
Sudbury.....	176.8	178.9	160.2	393.1	395.5	316.2	66.78	66.41	59.40
London.....	185.3	182.9	193.3	403.6	395.8	385.7	51.57	51.23	47.24
Sarnia.....	294.0	288.3	272.2	693.4	675.4	511.4	65.36	64.94	60.50
Windsor.....	227.5	219.2	240.2	552.7	493.2	509.2	67.73	62.72	59.14
Sault Ste. Marie.....	225.8	221.3	207.2	538.8	529.4	420.8	63.44	63.59	54.04
Ft. William—Pt. Arthur.....	221.6	223.4	186.9	504.3	505.3	367.8	57.86	57.52	50.11
Winnipeg.....	168.8	167.5	167.9	338.3	334.0	304.4	48.87	48.62	44.09
Regina.....	159.0	158.3	155.9	334.6	332.1	292.0	47.67	47.53	42.33
Saskatoon.....	186.3	182.9	177.2	388.8	380.9	330.0	46.32	46.22	41.33
Edmonton.....	243.5	242.9	233.8	529.3	520.8	439.8	51.11	50.42	44.22
Calgary.....	213.9	211.9	195.6	435.8	425.2	356.6	52.62	51.82	47.03
Vancouver.....	199.1	195.6	201.0	442.8	428.3	384.7	55.77	54.91	47.97
Victoria.....	221.4	221.7	214.8	505.5	499.9	429.2	54.71	54.04	47.95
(c) INDUSTRIES									
Forestry (chiefly logging).....	208.2	266.7	208.0	711.1	878.8	549.8	59.13	57.04	45.76
Mining.....	122.1	122.9	114.7	278.5	273.4	230.1	65.78	64.20	57.56
Manufacturing.....	188.0	187.3	188.8	466.4	458.0	414.6	56.52	55.73	50.03
Durable Goods <sup>1</sup> .....	240.9	238.4	234.8	604.1	587.9	542.5	60.93	59.90	53.47
Non-Durable Goods.....	153.9	154.2	158.8	367.4	364.7	329.0	52.07	51.57	46.72
Construction.....	158.6	153.2	141.9	471.6	455.1	352.0	55.84	55.81	46.59
Transportation, storage and communi- cation.....	181.2	177.4	166.7	348.6	349.8	308.8	55.06	56.43	53.05
Public utility operation.....	186.9	185.9	179.4	393.0	388.0	331.5	62.02	61.56	54.57
Trade.....	171.0	169.3	170.9	358.2	355.9	325.6	45.77	45.93	41.60
Finance.....	178.6	178.2	167.5	305.1	296.7	264.6	49.68	48.42	45.91
Service <sup>2</sup> .....	180.0	178.3	172.9	364.4	362.5	332.0	33.83	33.97	31.50
Industrial composite.....	177.8	178.0	173.3	411.1	409.0	357.8	54.27	53.95	48.43

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
*Apr. 1, 1945.....	43.6	44.2	42.7	70.4	78.0	60.9
Apr. 1, 1946.....	44.4	44.6	44.2	68.4	75.1	61.8
Apr. 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
*Apr. 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952.....	38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1952.....	41.6	41.9	41.2	127.1	137.5	115.7
Mar. 1, 1952.....	41.7	41.8	41.5	127.8	138.4	116.0
Apr. 1, 1952.....	42.0	42.3	41.8	129.0	139.6	116.9

\* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1945, 1948 and 1951.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1952	Mar. 1, 1952	*Apr. 1, 1951	Apr. 1, 1952	Mar. 1, 1952	Apr. 1, 1951
Newfoundland.....	42.5	43.1	43.5	125.8	125.5	104.5
Nova Scotia.....	43.6	41.6	42.7	115.8	114.5	99.8
New Brunswick.....	43.8	42.3	44.2	112.4	113.5	98.4
Quebec.....	43.6	43.5	43.7	114.6	113.8	100.2
Ontario.....	41.4	41.0	41.8	137.2	135.7	120.1
Manitoba.....	41.4	41.2	42.2	122.0	121.3	106.7
Saskatchewan.....	41.8	40.8	40.8	129.4	127.7	113.9
Alberta.....	41.4	40.8	40.7	128.6	127.6	111.9
British Columbia.....	38.7	38.0	37.8	158.5	158.1	136.7
Montreal.....	42.8	42.5	42.1	119.7	118.5	105.6
Toronto.....	40.8	40.6	41.0	135.5	134.6	118.3
Hamilton.....	39.9	39.4	40.5	147.8	147.2	131.8
Windsor.....	43.0	39.8	40.6	162.8	157.1	144.1
Winnipeg.....	41.0	40.7	41.8	120.2	119.9	106.0
Vancouver.....	38.2	36.7	37.4	155.2	154.4	132.7

\* These averages were affected by loss of working time at the Easter holidays.



TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1952	Mar. 1 1952	Apr. 1 1951	Apr. 1 1952	Mar. 1 1952	Apr. 1 1951	Apr. 1 1952	Mar. 1 1952	Apr. 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b> .....	43-1	42-6	42-5	146-9	143-9	130-5	63-31	61-30	55-46
Metal mining.....	45-0	44-8	44-4	146-1	145-0	130-2	65-75	64-96	57-81
Gold.....	46-6	46-6	46-1	129-2	129-0	118-3	60-21	60-11	54-54
Other metal.....	44-0	43-6	43-0	158-4	156-6	140-3	69-70	68-28	60-33
Fuels.....	39-7	38-2	37-8	153-4	146-8	138-1	60-90	56-08	52-20
Coal.....	38-3	36-3	36-4	150-2	142-5	136-3	57-53	51-73	49-61
Oil and natural gas.....	46-0	46-7	44-7	164-7	161-7	145-1	75-76	75-51	64-86
Non-metal.....	42-4	43-4	45-6	136-6	132-7	115-5	57-92	57-59	52-67
<b>Manufacturing</b> .....	42-0	41-7	42-2	129-0	127-8	112-8	54-18	53-29	47-60
Food and beverages.....	42-3	41-8	41-8	111-0	109-4	98-5	46-95	45-73	41-17
Meat products.....	42-6	40-7	41-0	139-4	137-3	121-3	59-38	55-88	49-73
Canned and preserved fruits and vegetables.....	38-7	39-7	38-6	97-0	94-1	86-3	37-54	37-36	33-31
Grain mill products.....	43-3	42-9	45-3	119-9	117-8	106-8	51-92	50-54	48-38
Bread and other bakery products.....	44-7	44-5	44-6	97-1	96-8	89-7	43-40	43-08	40-01
Distilled and malt liquors.....	41-5	41-5	42-4	135-6	135-3	114-4	56-27	56-15	48-51
Tobacco and tobacco products.....	40-7	40-8	41-5	120-5	112-4	100-8	49-04	45-86	41-83
Rubber products.....	41-2	41-0	41-7	135-5	135-0	122-6	55-83	55-35	51-12
Leather products.....	41-5	41-1	39-8	89-6	89-5	83-9	37-18	36-78	33-39
Boots and shoes (except rubber).....	41-8	41-5	39-4	86-4	86-1	80-9	36-12	35-73	31-87
Textile products (except clothing).....	40-6	40-9	43-6	102-5	101-9	94-6	41-62	41-68	41-25
Cotton yarn and broad woven goods.....	36-5	37-2	42-7	100-2	100-1	99-7	36-57	37-24	42-57
Woolen goods.....	43-5	43-5	43-8	100-6	99-9	88-7	43-76	43-46	38-85
Rayon, nylon and silk textiles.....	44-3	45-1	45-7	106-2	105-7	93-7	47-05	46-67	42-82
Clothing (textile and fur).....	39-6	38-8	38-7	91-0	91-0	85-1	36-04	35-31	32-93
Men's clothing.....	40-2	38-5	39-2	88-5	88-2	84-4	35-58	33-96	33-08
Women's clothing.....	38-1	37-5	36-4	94-7	95-7	89-1	36-08	35-89	32-43
Knit goods.....	39-6	39-3	40-0	92-9	92-8	83-1	36-79	36-47	33-24
Wood products.....	42-0	41-4	40-9	116-5	115-6	103-9	48-93	47-86	42-50
Saw and planing mills.....	41-2	40-4	40-0	126-5	126-1	112-7	52-12	50-94	45-08
Furniture.....	42-9	42-4	41-8	103-0	102-2	93-9	44-18	43-33	39-25
Other wood products.....	44-1	43-9	43-2	97-5	97-2	85-3	43-00	42-67	36-85
Paper products.....	45-4	45-7	46-2	141-6	140-8	119-7	64-29	64-35	55-30
Pulp and paper mills.....	46-8	47-1	47-7	150-3	149-6	127-2	70-34	70-46	60-67
Other paper products.....	41-2	41-5	42-3	111-3	110-4	97-5	45-86	45-82	41-24
Printing, publishing and allied industries.....	39-8	39-2	40-2	146-0	143-4	131-7	58-11	56-21	52-94
Iron and steel products.....	42-4	42-1	42-4	144-2	143-3	125-3	61-14	60-33	53-13
Agricultural implements.....	40-5	40-4	38-6	160-2	160-9	140-3	64-88	65-00	54-16
Fabricated and structural steel.....	43-1	43-7	42-4	147-4	146-4	128-6	63-53	63-98	54-53
Hardware and tools.....	42-7	42-8	42-8	129-2	128-8	110-6	55-17	55-13	47-34
Heating and cooking appliances.....	41-5	40-6	42-1	125-2	124-0	115-4	51-96	50-34	48-58
Iron castings.....	43-3	42-1	44-1	141-6	139-6	126-8	61-31	58-77	55-92
Machinery manufacturing.....	43-9	43-9	43-9	135-5	135-4	117-9	59-48	59-44	51-76
Primary iron and steel.....	41-6	41-5	41-9	156-7	156-4	135-4	65-19	64-91	56-73
Sheet metal products.....	41-3	40-8	41-8	133-8	132-8	117-0	55-26	54-18	48-91
Transportation equipment.....	42-6	41-7	42-6	147-0	144-8	129-5	62-62	60-38	55-17
Aircraft and parts.....	44-6	45-0	44-5	148-3	146-0	120-5	66-14	65-70	53-62
Motor vehicles.....	43-3	40-9	40-9	164-4	158-7	150-5	71-19	64-91	61-55
Motor vehicle parts and accessories.....	41-4	40-4	42-7	150-7	149-1	133-9	62-39	60-24	57-18
Railroad and rolling stock equipment.....	40-6	40-3	44-0	140-7	139-7	119-2	57-12	56-30	52-45
Shipbuilding and repairing.....	44-4	43-3	41-3	135-4	135-8	118-6	60-12	58-80	48-98
Non-ferrous metal products.....	41-7	41-7	43-3	144-1	143-4	121-5	60-09	59-80	52-61
Aluminum products.....	43-7	43-6	43-3	131-1	131-3	112-3	57-29	57-25	48-29
Brass and copper products.....	42-6	42-3	43-4	133-9	132-2	118-2	57-04	55-92	51-30
Smelting and refining.....	41-1	41-2	43-9	157-6	157-0	131-1	64-77	64-68	57-55
Electrical apparatus and supplies.....	41-0	40-9	41-4	139-0	138-4	123-0	56-99	56-61	50-92
Heavy electrical machinery and equipment.....	41-3	40-7	41-0	156-1	155-3	138-3	64-47	63-21	56-70
Non-metallic mineral products.....	43-8	43-9	44-6	126-8	126-7	111-3	55-54	55-62	49-64
Clay products.....	44-0	44-4	44-8	119-8	119-6	106-6	52-71	53-10	47-76
Glass and glass products.....	44-6	44-4	44-6	122-5	121-5	108-4	54-64	53-95	48-35
Products of petroleum and coal.....	42-8	40-8	41-0	167-5	163-5	141-9	71-69	66-71	58-18
Chemical products.....	42-1	42-1	43-4	130-8	130-5	114-2	55-07	54-94	49-56
Medicinal and pharmaceutical preparations.....	41-7	41-6	41-6	104-8	104-6	93-4	43-70	43-51	38-35
Acids, alkalis and salts.....	42-0	42-2	46-2	151-5	152-1	129-1	63-63	64-19	59-64
Miscellaneous manufacturing industries.....	41-8	41-5	41-3	103-9	103-5	94-4	43-43	42-95	38-99
Durable goods.....	42-3	41-8	42-3	139-6	138-4	121-6	59-05	57-85	51-44
Non-durable goods.....	41-8	41-5	42-1	116-9	116-0	103-4	48-86	48-14	43-53
Construction.....	42-3	42-7	39-0	131-8	129-9	115-0	55-75	55-47	44-85
Buildings and structures.....	42-1	41-6	37-9	140-5	139-6	122-5	59-15	58-07	46-43
Highway, bridges and street.....	42-1	45-0	42-3	106-0	102-9	94-6	44-63	46-31	40-02
Electric and motor transportation.....	45-8	45-5	44-6	125-1	124-1	116-2	57-30	56-47	51-83
Service.....	42-7	42-7	42-5	73-0	73-2	69-0	31-17	31-26	29-33
Hotels and restaurants.....	43-7	44-0	43-3	72-1	72-8	68-9	31-51	32-03	29-83
Laundries and dry cleaning plants.....	41-3	40-7	41-0	71-0	70-2	66-3	29-32	28-57	27-14

\* Durable manufactured goods industries.

**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Monthly Average 1951.....	42.1	116.8	49.15	164.5	149.3	110.2
Week Preceding:						
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7*	127.1	53.01*	177.5	154.9	114.6
February 1, 1952.....	41.6	127.1	52.87	177.0	154.4	114.6
March 1, 1952.....	41.7	127.8	53.29	178.4	153.0	116.6
April 1, 1952 <sup>(1)</sup> .....	42.0	129.0	54.18	181.4	152.7	118.8

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: April 1, 1951, 42.2 hours, \$47.60; January 1, 1952, 38.1 hours, \$48.43.

<sup>(1)</sup> Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR  
EMPLOYMENT**

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1946.....	67,314	46,794	114,108	170,149	40,255	210,404
June 1, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June 1, 1948.....	40,618	24,226	64,844	88,074	37,132	125,206
June 1, 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
June 1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
Aug. 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
Sept. 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
Oct. 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
Nov. 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
Dec. 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
Jan. 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
Feb. 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952 <sup>(1)</sup> .....	26,915	18,252	45,167	163,530	61,295	224,825

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
MAY 1, 1952**

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From	
				March 27, 1952	May 3, 1951
<b>Agriculture, fishing, trapping</b> .....	<b>2,982</b>	<b>556</b>	<b>3,538</b>	<b>+ 1,944</b>	<b>+ 624</b>
<b>Logging</b> .....	<b>1,079</b>	<b>14</b>	<b>1,093</b>	<b>+ 725</b>	<b>- 7,359</b>
Pulpwood.....	890	9	899	+ 731	- 6,735
Lumber.....	131	4	135	- 7	- 597
Other logging.....	58	1	59	+ 1	- 27
<b>Mining</b> .....	<b>1,223</b>	<b>46</b>	<b>1,269</b>	<b>+ 315</b>	<b>- 197</b>
Coal.....	237		237	+ 66	+ 117
Metallic ores—					
Iron.....	199	6	205	+ 103	+ 14
Gold.....	321	2	323	- 95	- 180
Nickel.....	189		189	+ 140	- 170
Other metallic ores and non-metallic minerals.....	162	10	172	+ 61	+ 7
Prospecting and oil producing.....	115	28	143	+ 40	+ 15
<b>Manufacturing</b> .....	<b>6,034</b>	<b>3,252</b>	<b>9,286</b>	<b>+ 1,284</b>	<b>- 1,909</b>
Food and kindred products (inc. tobacco).....	1,431	488	1,919	+ 1,179	+ 982
Textiles, apparel, etc.....	493	1,755	2,248	+ 292	+ 46
Lumber and finished lumber products.....	414	92	506	+ 188	- 453
Pulp and paper products (inc. printing).....	325	138	463	+ 103	- 158
Chemicals and allied products.....	191	108	299	+ 52	- 146
Petroleum and coal products.....	57	14	71	+ 21	+ 21
Rubber products.....	40	23	63	+ 5	- 286
Leather and leather products.....	85	126	211	- 12	- 2
Stone, clay and glass products.....	91	22	113	- 9	- 159
Iron and steel and products.....	436	61	497	- 86	- 953
Non-ferrous metals and products.....	236	70	306	+ 64	- 125
Machinery.....	550	58	608	- 28	- 496
Electrical equipment and products.....	214	128	342	+ 34	- 277
Transportation equipment and other manufacturing.....	1,471	169	1,640	- 519	+ 97
<b>Construction</b> .....	<b>4,852</b>	<b>112</b>	<b>4,964</b>	<b>+ 2,112</b>	<b>+ 46</b>
<b>Transportation and storage</b> .....	<b>1,527</b>	<b>137</b>	<b>1,664</b>	<b>+ 329</b>	<b>- 823</b>
<b>Communications, and other public utilities</b> .....	<b>259</b>	<b>182</b>	<b>441</b>	<b>+ 53</b>	<b>- 378</b>
<b>Trade</b> .....	<b>2,830</b>	<b>2,275</b>	<b>5,105</b>	<b>+ 969</b>	<b>- 121</b>
Wholesale.....	1,028	472	1,500	+ 448	+ 24
Retail.....	1,802	1,803	3,605	+ 521	- 145
<b>Finance, insurance, real estate</b> .....	<b>829</b>	<b>752</b>	<b>1,581</b>	<b>+ 212</b>	<b>- 432</b>
<b>Service</b> .....	<b>4,163</b>	<b>9,013</b>	<b>13,176</b>	<b>+ 4,624</b>	<b>+ 269</b>
Public.....	1,309	490	1,799	+ 641	- 325
Domestic.....	179	4,038	4,217	+ 1,303	+ 480
Personal.....	1,521	4,089	5,610	+ 2,203	+ 124
Other service.....	1,154	396	1,550	+ 477	- 10
<b>All Industries</b> .....	<b>25,778</b>	<b>16,339</b>	<b>42,117</b>	<b>+12,567</b>	<b>-10,280</b>



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT MAY 1, 1952**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,410	494	1,904	4,294	1,012	5,306
Clerical workers.....	1,728	3,631	5,359	7,825	14,137	21,962
Sales workers.....	1,836	1,359	3,195	4,105	8,363	12,468
Personal and domestic service workers..	1,398	7,831	9,229	16,822	12,769	29,591
Seamen.....	90	.....	90	2,512	22	2,534
Agriculture and fishing.....	3,762	11	3,773	1,880	367	2,247
Skilled and semiskilled workers.....	9,425	2,306	11,731	103,829	16,222	120,051
Food and kindred products (inc. tobacco).....	131	149	280	1,453	971	2,424
Textiles, clothing, etc.....	142	1,656	1,798	3,109	8,754	11,863
Lumber and wood products.....	832	2	834	21,374	129	21,503
Pulp, paper (inc. printing).....	51	9	60	955	676	1,631
Leather and leather products.....	79	87	166	1,061	639	1,700
Stone, clay and glass products.....	9	2	11	398	48	446
Metalworking.....	1,798	31	1,829	7,031	780	7,811
Electrical.....	132	22	154	1,192	834	2,026
Transportation equipment.....	62	5	67	326	96	422
Mining.....	382	.....	382	1,237	.....	1,237
Construction.....	1,721	.....	1,721	30,945	5	30,950
Transportation (except seamen).....	1,296	22	1,318	16,037	50	16,087
Communications and public utility.....	58	.....	58	516	2	518
Trade and service.....	367	232	599	1,521	1,048	2,569
Other skilled and semiskilled.....	2,098	66	2,164	9,973	1,901	11,874
Foremen.....	111	9	120	2,629	185	2,814
Apprentices.....	156	14	170	4,072	104	4,176
Unskilled workers.....	6,129	700	6,829	100,618	15,459	116,077
Food and tobacco.....	155	206	361	2,657	4,056	6,713
Lumber and lumber products.....	512	35	547	6,630	257	6,887
Metalworking.....	101	28	129	3,084	571	3,655
Construction.....	1,961	.....	1,961	19,057	3	19,060
Other unskilled workers.....	3,400	431	3,831	69,190	10,572	79,762
<b>Total.....</b>	<b>25,778</b>	<b>16,332</b>	<b>42,110</b>	<b>241,885</b>	<b>68,351</b>	<b>310,236</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND  
PLACEMENTS FOR THE MONTH OF APRIL, 1952**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place- ments
Agriculture, fishing, trapping.....	1,495	1,036	885
Logging.....	723	625	515
Mining.....	441	436	283
Manufacturing.....	5,787	5,685	4,023
Food and kindred products (inc. tobacco).....	959	822	544
Textiles, apparel, etc.....	1,127	999	658
Lumber and finished lumber products.....	704	745	591
Pulp and paper products (inc. printing).....	345	348	250
Chemicals and allied products.....	250	271	184
Petroleum and coal products.....	40	44	27
Rubber products.....	50	53	39
Leather and leather products.....	151	145	96
Stone, clay and glass products.....	166	175	123
Iron and steel products.....	370	395	272
Non-ferrous metals and products.....	223	245	163
Machinery.....	317	321	228
Electrical equipment and products.....	169	168	100
Transportation equipment and other manufacturing.....	916	954	748
Construction.....	4,011	4,145	3,181
Transportation and storage.....	1,283	1,338	1,013
Communications, and other public utilities.....	196	216	131
Trade.....	3,373	3,837	2,313
Finance, insurance, real estate.....	416	437	219
Service.....	8,037	7,354	5,296
<b>All Industries.....</b>	<b>25,762</b>	<b>25,109</b>	<b>17,859</b>

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS MARCH 28 TO MAY 1, 1952, UNPLACED APPLICANTS AS AT MAY 22, 1952**

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	* Un-filled end of period	Registered during period	Referred to vacancies	Placements		Un-placed end of period	Unplaced as at May 22, 1952
					Regular	Casual		
<b>Newfoundland</b> .....	<b>524</b>	<b>277</b>	<b>3,447</b>	<b>482</b>	<b>382</b>	<b>7</b>	<b>10,884</b>	<b>9,180</b>
Corner Brook.....	106	164	582	19	16	1	1,836	1,562
Grand Falls.....	16	15	816	5	3	.....	1,898	1,760
St. John's.....	402	98	2,049	458	363	6	7,150	5,858
<b>Prince Edward Island</b> .....	<b>978</b>	<b>516</b>	<b>888</b>	<b>1,280</b>	<b>479</b>	<b>217</b>	<b>2,451</b>	<b>1,264</b>
Charlottetown.....	531	355	449	727	295	100	1,492	833
Summerside.....	447	161	439	553	184	117	959	431
<b>Nova Scotia</b> .....	<b>4,347</b>	<b>1,722</b>	<b>7,890</b>	<b>4,813</b>	<b>2,891</b>	<b>882</b>	<b>14,191</b>	<b>11,040</b>
Amherst.....	160	1	295	179	164	11	498	342
Bridgewater.....	87	51	279	86	31	18	606	488
Halifax.....	2,291	1,253	3,438	2,517	1,342	549	3,385	3,360
Inverness.....	17	4	129	14	14	1	643	529
Kentville.....	186	159	433	157	69	7	1,460	980
Liverpool.....	47	36	114	45	26	.....	328	189
New Glasgow.....	713	86	850	771	640	48	1,665	1,022
Springhill.....	10	.....	248	12	11	.....	574	368
Sydney.....	648	84	1,210	708	389	216	3,166	2,422
Truro.....	113	37	557	143	57	10	849	558
Yarmouth-Shelburne.....	75	11	337	181	148	22	1,017	782
<b>New Brunswick</b> .....	<b>3,181</b>	<b>2,037</b>	<b>8,936</b>	<b>3,434</b>	<b>2,113</b>	<b>410</b>	<b>18,742</b>	<b>13,378</b>
Bathurst.....	37	15	749	90	23	14	3,142	2,098
Campbellton.....	119	46	755	99	65	19	2,348	1,530
Edmundston.....	292	62	736	315	248	10	1,709	883
Fredericton.....	265	152	595	195	97	49	1,050	746
Minto.....	70	55	234	202	76	4	625	542
Moncton.....	907	1,279	1,768	1,021	479	179	3,860	2,602
Newcastle.....	234	16	591	243	202	7	1,559	1,118
Saint John.....	893	242	2,532	955	711	103	2,344	2,511
St. Stephen.....	166	115	375	134	97	7	1,087	763
Sussex.....	104	32	168	101	62	3	349	178
Woodstock.....	94	23	433	79	53	15	669	407
<b>Quebec</b> .....	<b>31,732</b>	<b>10,186</b>	<b>60,843</b>	<b>31,325</b>	<b>19,536</b>	<b>2,059</b>	<b>116,954</b>	<b>90,442</b>
Asbestos.....	176	77	193	124	104	8	455	423
Beauharnois.....	89	14	224	79	62	.....	647	470
Buckingham.....	134	19	367	149	92	17	1,019	600
Caupascap.....	480	147	1,325	377	357	2	1,985	1,460
Chandler.....	12	5	540	33	10	.....	1,742	1,283
Chicoutimi.....	429	274	1,156	388	211	17	1,484	759
Dolbeau.....	57	9	511	156	136	.....	910	544
Drummondville.....	253	64	619	257	150	4	1,901	1,694
Farnham.....	85	44	266	76	70	.....	747	632
Gaspé.....	43	2	435	28	9	.....	1,077	778
Granby.....	295	53	601	395	240	7	1,290	907
Hull.....	592	153	1,272	631	489	25	2,203	1,703
Joliette.....	524	194	784	549	317	24	2,092	1,320
Jonquiere.....	456	100	845	597	398	6	1,256	1,069
Lachute.....	124	14	260	122	96	4	516	310
La Malbaie.....	78	12	878	94	63	1	2,292	1,486
La Tuque.....	292	69	562	184	121	1	508	442
Levis.....	310	215	1,115	313	239	10	2,290	1,704
Maniwaki.....	5	3	681	4	4	.....	1,093	692
Matane.....	320	85	1,643	159	147	3	3,045	2,483
Megantic.....	224	36	602	198	168	12	687	560
Mont Laurier.....	116	49	391	105	60	.....	728	484
Montmagny.....	139	62	817	131	67	3	1,836	1,327
Montreal.....	15,854	4,686	19,638	15,341	9,269	1,298	33,835	28,802
New Richmond.....	33	10	509	83	28	1	1,459	1,081
Port Alfred.....	163	36	421	112	112	.....	909	633
Quebec.....	1,922	997	5,158	2,649	1,065	145	10,737	7,855
Rimouski.....	544	377	1,429	387	174	5	3,908	3,835
Riviere du Loup.....	309	32	1,753	315	283	10	3,595	2,839
Roberval.....	25	49	430	22	9	6	1,072	431
Rouyn.....	285	98	1,306	285	164	30	2,001	1,571
Ste. Agathe.....	214	15	328	276	157	19	738	408
Ste. Anne de Bellevue.....	146	35	288	145	111	2	486	272
Ste. Therese.....	316	75	404	326	239	.....	700	406
St. George de Beauce.....	461	130	1,146	485	380	2	2,246	1,453
St. Hyacinthe.....	1,149	872	653	481	347	7	1,646	1,383
St. Jean.....	312	145	545	344	140	18	1,076	785
St. Jerome.....	232	29	780	213	142	44	1,504	1,144
St. Joseph d'Alma.....	1,280	109	1,448	1,010	1,076	4	724	668
Shawinigan Falls.....	502	55	1,399	581	397	85	3,247	2,581
Sherbrooke.....	1,085	203	1,939	1,164	656	148	2,837	2,135
Sorel.....	149	32	410	194	123	5	957	715

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS MARCH 28 TO MAY 1, 1952; UNPLACED APPLICANTS AS AT MAY 22, 1952—Continued**

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	* Un-filled end of period	Registered during period	Referred to vacancies	Placements		Un-placed end of period	Unplaced as at May 22, 1952
					Regular	Casual		
<b>Quebec—Concluded</b>								
Thetford Mines.....	239	97	613	273	172	2	1,115	812
Three Rivers.....	641	168	1,912	873	451	70	6,654	4,659
Val d'Or.....	237	109	878	193	129	.....	923	504
Valleyfield.....	105	26	795	132	98	5	1,677	1,512
Victoriaville.....	296	101	574	283	204	9	1,105	828
<b>Ontario.....</b>	<b>43,839</b>	<b>13,900</b>	<b>66,985</b>	<b>42,547</b>	<b>25,843</b>	<b>5,434</b>	<b>90,163</b>	<b>71,892</b>
Arnprior.....	151	16	114	150	132	8	146	69
Barrie.....	651	224	529	490	371	16	552	432
Belleville.....	339	82	557	348	175	63	651	527
Bracebridge.....	229	21	320	241	215	.....	726	375
Brampton.....	238	89	184	186	131	9	281	212
Brantford.....	757	125	1,267	841	552	104	1,637	1,566
Brockville.....	300	37	301	295	236	21	213	165
Carleton Place.....	23	5	85	21	20	.....	294	228
Chatham.....	359	98	639	410	200	75	1,307	974
Cobourg.....	247	11	179	331	212	28	275	246
Collingwood.....	216	51	259	191	143	31	367	313
Cornwall.....	896	238	693	812	592	79	1,837	1,795
Fort Erie.....	146	43	144	109	80	5	158	100
Fort Frances.....	275	48	203	239	202	13	154	99
Fort William.....	1,044	160	1,169	1,021	876	50	1,264	750
Galt.....	335	95	471	260	206	26	819	789
Gananoque.....	74	8	82	76	43	23	109	114
Goderich.....	212	116	51	179	92	1	109	89
Guelph.....	326	74	492	307	175	19	767	694
Hamilton.....	2,685	557	5,371	3,186	1,268	788	6,981	6,051
Hawkesbury.....	59	45	269	54	32	3	746	423
Ingersoll.....	179	43	357	242	96	43	404	266
Kapuskasing.....	141	57	340	132	82	5	405	276
Kenora.....	160	80	287	109	87	8	339	171
Kingston.....	957	265	1,106	1,022	652	60	762	657
Kirkland Lake.....	142	58	523	208	145	17	610	441
Kitchener-Waterloo.....	772	179	852	967	559	55	1,443	1,019
Leamington.....	258	44	328	439	215	69	222	284
Lindsay.....	100	54	189	105	57	9	392	302
Listowel.....	62	31	120	66	34	10	229	163
London.....	2,090	823	2,918	2,139	1,029	368	2,929	2,002
Midland.....	203	48	197	193	164	12	263	180
Napanee.....	71	25	80	86	49	.....	294	127
New Toronto.....	864	89	1,195	960	760	9	1,297	1,088
Niagara Falls.....	564	102	1,005	537	367	59	924	862
North Bay.....	612	104	1,174	600	266	222	936	473
Orillia.....	332	46	367	377	276	34	514	396
Oshawa.....	988	159	1,593	1,015	758	144	2,205	1,888
Ottawa.....	2,972	1,397	3,003	2,576	1,367	416	2,798	2,149
Owen Sound.....	336	52	515	620	247	50	685	541
Parry Sound.....	59	6	79	55	52	.....	609	105
Pembroke.....	378	181	543	339	163	14	934	523
Perth.....	162	57	159	157	117	15	358	199
Peterborough.....	259	83	951	261	181	1	1,879	1,441
Pictou.....	63	27	50	71	44	3	122	105
Port Arthur.....	956	201	1,806	841	716	28	2,621	1,565
Port Colborne.....	78	31	230	80	46	8	439	418
Prescott.....	136	21	353	146	114	.....	702	539
Renfrew.....	189	16	217	175	156	17	314	172
St. Catharines.....	664	134	1,295	632	420	78	1,806	1,554
St. Thomas.....	233	72	475	336	130	29	765	588
Sarnia.....	414	84	829	517	267	47	855	664
Sault Ste. Marie.....	708	417	974	805	617	54	805	615
Simcoe.....	153	8	297	171	124	6	765	539
Sioux Lookout.....	120	22	169	106	72	27	106	84
Smiths Falls.....	83	28	137	70	49	13	232	165
Stratford.....	322	120	345	397	180	45	432	350
Sturgeon Falls.....	224	5	425	235	151	5	782	602
Sudbury.....	877	400	1,621	808	454	109	2,226	1,515
Timmins.....	575	170	1,301	678	361	84	1,473	1,033
Toronto.....	11,672	4,941	18,403	9,186	5,632	1,320	26,886	22,744
Trenton.....	168	27	427	206	149	5	446	441
Walkerton.....	161	47	214	152	124	.....	376	248
Wallaceburg.....	331	5	325	398	198	132	601	418
Welland.....	397	65	957	449	316	15	1,573	1,511
Weston.....	472	289	476	294	231	.....	579	683
Windsor.....	2,446	576	4,152	2,679	1,507	329	4,413	3,299
Woodstock.....	174	68	267	163	109	35	422	476



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS MARCH 28 TO MAY 1, 1952; UNPLACED APPLICANTS AS AT MAY 22, 1952—Concluded**  
(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	* Un-filled end of period	Registered during period	Referred to vacancies	Placements		Un-placed end of period	Unplaced as at May 22, 1952
					Regular	Casual		
<b>Manitoba</b> .....	<b>8,359</b>	<b>3,288</b>	<b>12,261</b>	<b>8,058</b>	<b>3,994</b>	<b>1,499</b>	<b>12,769</b>	<b>10,218</b>
Brandon.....	906	518	787	588	355	46	757	461
Dauphin.....	215	94	333	239	172	6	516	243
Flin Flon.....	191	98	187	117	51	37	123	95
Portage la Prairie.....	331	117	435	324	194	11	554	394
The Pas.....	199	132	88	58	47	4	56	61
Winnipeg.....	6,517	2,329	10,431	6,732	3,175	1,395	10,763	8,964
<b>Saskatchewan</b> .....	<b>8,083</b>	<b>3,491</b>	<b>6,622</b>	<b>6,466</b>	<b>4,077</b>	<b>852</b>	<b>4,944</b>	<b>3,130</b>
Estevan.....	269	62	158	244	171	7	88	73
Moose Jaw.....	1,083	524	791	852	568	55	469	318
North Battleford.....	357	224	169	301	210	1	406	179
Prince Albert.....	602	290	822	569	385	58	979	585
Regina.....	2,633	918	2,075	2,123	1,337	441	845	498
Saskatoon.....	2,011	890	1,745	1,474	815	256	1,198	919
Swift Current.....	363	190	209	307	204	1	224	104
Teachers' Office (a).....	52	35	58	71	34	.....	79	125
Weyburn.....	216	111	159	152	111	6	100	41
Yorkton.....	497	247	436	373	242	27	556	288
<b>Alberta</b> .....	<b>13,474</b>	<b>6,456</b>	<b>12,879</b>	<b>12,239</b>	<b>6,621</b>	<b>1,636</b>	<b>8,606</b>	<b>6,110</b>
Blairmore.....	169	116	245	111	103	5	229	191
Calgary.....	5,051	1,640	4,790	4,840	2,543	717	2,649	2,119
Drumheller.....	237	94	199	184	155	.....	186	193
Edmonton.....	5,585	3,263	5,956	5,473	2,792	849	4,096	2,728
Edson.....	313	140	318	231	172	.....	145	100
Lethbridge.....	1,250	738	882	782	617	47	844	456
Medicine Hat.....	345	112	219	376	166	17	209	153
Red Deer.....	361	253	254	239	72	1	226	156
Yellowknife.....	163	100	16	3	1	.....	22	14
<b>British Columbia</b> .....	<b>14,293</b>	<b>3,975</b>	<b>24,745</b>	<b>14,900</b>	<b>7,898</b>	<b>2,466</b>	<b>32,787</b>	<b>28,161</b>
Chilliwack.....	491	77	604	608	333	112	969	706
Courtenay.....	601	285	490	349	281	11	311	413
Cranbrook.....	89	16	304	122	76	5	474	262
Dawson Creek.....	91	28	235	114	80	.....	194	62
Duncan.....	256	39	386	347	202	12	349	282
Kamloops.....	375	127	381	272	210	.....	630	502
Kelowna.....	122	14	219	133	75	37	684	570
Nanaimo.....	421	35	606	481	335	38	666	639
Nelson.....	315	72	366	334	241	20	647	472
New Westminster.....	1,369	128	3,181	1,426	709	632	4,056	3,616
Penticton.....	178	8	208	189	81	87	570	331
Port Alberni.....	307	46	381	278	218	13	173	173
Prince George.....	602	98	1,697	759	537	5	1,246	1,132
Prince Rupert.....	473	48	717	455	442	.....	543	421
Princeton.....	91	5	103	104	84	.....	60	47
Trail.....	342	74	560	322	231	17	735	552
Vancouver.....	6,122	1,917	11,894	6,664	2,628	1,309	17,271	15,547
Vernon.....	364	72	277	336	277	10	899	498
Victoria.....	1,133	458	1,883	1,329	640	158	2,191	1,774
Whitehorse.....	551	428	256	278	218	.....	119	162
<b>Canada</b> .....	<b>128,810</b>	<b>45,848</b>	<b>205,499</b>	<b>125,544</b>	<b>73,834</b>	<b>15,462</b>	<b>312,491</b>	<b>244,815</b>
Males.....	85,346	28,097	151,190	82,937	54,454	7,605	243,486	180,851
Females.....	43,464	17,751	54,309	42,607	19,380	7,857	69,005	63,964

\* Includes deferred vacancies.

(a) Statistics for the Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**  
(SOURCE: Form UIC 751)  
1942-1952

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (18 weeks).....	612,685	214,613	827,298	173,052	85,430	258,482

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of April, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	6,592	2,208	150,078	427,927
Prince Edward Island.....	1,677	360	36,697	89,338
Nova Scotia.....	11,364	3,800	231,616	595,591
New Brunswick.....	14,591	5,718	257,032	696,046
Quebec.....	75,014	33,435	1,797,506	4,822,631
Ontario.....	54,642	18,584	1,496,151	4,003,597
Manitoba.....	7,670	3,044	230,242	609,528
Saskatchewan.....	2,761	1,206	111,339	299,407
Alberta.....	6,309	3,581	174,561	497,852
British Columbia.....	16,353	7,488	426,457	1,211,620
Total, Canada, April, 1952.....	196,973	79,424	4,911,679	13,253,537
Total, Canada, March, 1952.....	216,251	90,354	5,537,221	14,932,190
Total, Canada, April, 1951.....	109,424	54,744	3,087,560	7,679,160

\* Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY  
NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF  
APRIL 30, 1952**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	7,005	1,213	281	717	1,645	1,482	1,667
Male.....	6,820	1,186	268	702	1,599	1,448	1,617
Female.....	185	27	13	15	46	34	50
Prince Edward Island.....	1,096	80	43	102	205	181	485
Male.....	916	68	38	85	172	142	411
Female.....	180	12	5	17	33	39	74
Nova Scotia.....	9,935	1,513	760	1,489	2,220	1,304	2,649
Male.....	8,741	1,366	671	1,359	1,964	1,139	2,242
Female.....	1,194	147	89	130	256	165	407
New Brunswick.....	14,698	2,432	1,419	2,739	3,778	2,008	2,322
Male.....	13,051	2,224	1,253	2,550	3,491	1,654	1,879
Female.....	1,647	208	166	189	287	354	443
Quebec.....	100,604	17,067	8,309	15,695	25,593	13,225	20,715
Male.....	81,162	13,326	6,439	13,327	22,351	10,679	15,040
Female.....	19,442	3,741	1,870	2,368	3,242	2,546	5,675
Ontario.....	73,632	15,229	5,334	9,365	14,617	9,154	19,933
Male.....	51,004	9,902	3,592	6,674	10,536	6,443	13,857
Female.....	22,628	5,327	1,742	2,691	4,081	2,711	6,076
Manitoba.....	8,585	1,302	442	875	1,488	1,202	3,276
Male.....	5,882	825	290	627	1,037	780	2,323
Female.....	2,703	477	152	248	451	422	953
Saskatchewan.....	2,921	249	143	277	515	496	1,241
Male.....	2,096	156	101	215	349	353	922
Female.....	825	93	42	62	166	143	319
Alberta.....	9,217	3,987	388	995	1,170	909	1,768
Male.....	7,766	3,789	318	856	814	600	1,389
Female.....	1,451	198	70	139	356	309	379
British Columbia.....	21,682	4,265	1,720	2,784	3,233	2,713	6,967
Male.....	16,169	3,337	1,343	2,165	2,296	1,821	5,207
Female.....	5,513	928	377	619	937	892	1,760
TOTAL.....	249,375	47,337	18,839	35,038	54,464	32,674	61,023
MALE.....	193,607	36,179	14,313	28,560	44,609	25,059	44,887
FEMALE.....	55,768	11,158	4,526	6,478	9,855	7,615	16,136

1 Includes 725 claimants involved in temporary mass lay-off and 769 on supplementary benefit.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
APRIL, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,069	2,781	288	3,640	1,827	1,813	997
Prince Edward Island.....	275	205	70	374	269	105	60
Nova Scotia.....	4,150	2,908	1,242	4,702	3,549	1,153	943
New Brunswick.....	6,601	5,120	1,481	7,355	5,597	1,758	1,722
Quebec.....	40,578	29,533	11,045	50,572	37,294	13,278	11,137
Ontario.....	29,139	19,467	9,672	31,140	24,066	7,074	7,213
Manitoba.....	3,081	2,016	1,065	3,513	2,514	999	425
Saskatchewan.....	989	738	251	1,215	811	404	140
Alberta.....	3,209	2,478	731	4,368	3,326	1,042	605
British Columbia.....	9,860	6,040	3,820	9,728	7,463	2,265	2,119
Total Canada, April, 1952.....	100,951 <sup>1</sup>	71,286	29,665	116,607 <sup>2</sup>	86,716	29,891	25,361
Total Canada, March, 1952.....	154,356	119,036	35,320	150,976	100,702	50,274	41,036
Total Canada, April, 1951.....	75,242	52,271	22,971	84,033	59,670	24,363	17,320

<sup>1</sup>In addition, revised claims received numbered 18,859. <sup>2</sup>In addition, 19,165 revised claims were disposed of. Of these, 1,470 were special requests not granted, and 927 were appeals by claimants. There were 2,082 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED  
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of April 1952 <sup>1</sup>	Month of March 1952	Month of April 1951
Claims Disallowed—	20,452	49,987	16,094
Claimants Disqualified—			
Not unemployed.....	2,771	3,484	3,177
Not capable of and not available for work.....	1,481	1,809	1,419
Loss of work due to a labour dispute.....	902	101	81
Refused offer of work and neglected opportunity to work.....	1,195	1,308	1,602
Discharged for misconduct.....	695	921	622
Voluntarily left employment without just cause.....	5,815	6,306	4,758
Other reasons <sup>2</sup> .....	2,887	2,779	1,919
Total.....	35,568	67,094	29,672

<sup>1</sup> Claimants disqualified, April 1952, include 5,214 on revised and 463 on supplementary benefit claims.

<sup>2</sup> These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants <sup>1</sup>
1951—March.....	2,972,000	2,728,200	243,800 <sup>2</sup>
April.....	2,989,000	2,804,200	184,800
May.....	2,971,000	2,834,200	136,800
June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100 <sup>2</sup>
February.....	3,195,000	2,876,500	318,500 <sup>2</sup>
March.....	3,191,000	2,874,600	316,400 <sup>2</sup>

<sup>1</sup> Ordinary claimants on the live unemployment register on the last working day of the preceding month.

<sup>2</sup> Includes supplementary benefit claimants.



**TABLE E-6.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 to APRIL 30, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Employer and Employee	Government				Ordinary	Supplementary	Total
	\$	\$	\$	\$	\$	\$	\$	\$
1942	36,435,609 05	7,237,121 81	.....	269,263 74	43,991,999 60	27,752 92	.....	27,752 92
1943	57,434,651 43	11,437,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75
1944	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29
1945	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51
1946	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34
1947	76,015,030 91	15,203,457 58	3,320 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18
1948	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,350 33	49,826,752 16	.....	49,826,752 16
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20
April	*12,671,440 30	4,125,852 44	3,119 00	1,700,036 07	18,500,447 81	13,699,136 68	768,835 65	14,467,972 33
TOTAL	940,089,879 51	†191,444,093 57	112,659 49	98,367,183 76	1,230,013,816 33	434,660,309 82	13,121,679 60	447,781,989 42

\*Stamps \$5,819,710.63 Meter \$1,611,579.10 Bulk \$5,036,318.13 Arm. Serv. \$172,251.00 Sp. Force \$17,097.12 Reg. Force \$14,481.32 Total \$12,671,440.30

†Government refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,828,901.35.

# F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	53.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.  
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF MAY, 1952**

(August 1939=100)  
SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	May 1, 1951	April 1, 1952	May 1, 1952						
St. John's, Nfld. (1).....		103.8	103.1	103.2	105.2	107.6	103.8	102.5	100.2
Halifax.....	169.4	177.8	177.4	231.4	126.1	152.5	224.1	190.1	138.4
Saint John.....	177.4	186.8	184.2	231.7	126.1	146.6	231.4	189.8	151.4
Montreal.....	187.2	193.8	191.0	248.3	148.7	142.7	197.0	204.7	141.5
Toronto.....	178.6	184.8	182.9	223.1	152.4	176.0	210.1	192.3	147.0
Winnipeg.....	175.7	181.9	180.5	239.4	133.6	131.1	208.7	198.3	139.8
Saskatoon.....	179.0	183.7	181.0	233.1	132.3	151.7	218.7	202.9	134.0
Edmonton.....	175.3	180.0	177.8	238.1	124.2	121.8	219.3	190.3	140.1
Vancouver.....	182.9	192.3	190.6	244.7	134.0	176.9	223.0	194.5	152.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base, June 1951=100.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	May 1949	May 1950	May 1951	April 1952	May 1952	Price May 1952
Beef, sirloin steak.....	lb.	120.7	154.8	252.3	289.7	358.5	341.4	332.6	93.5
Beef, round steak.....	lb.	125.7	167.9	282.3	321.7	398.7	383.2	372.8	89.1
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	283.9	319.4	394.6	380.3	369.4	85.1
Beef, blade roast, blade removed.....	lb.	132.7	162.3	305.0	348.6	451.8	434.5	414.1	67.1
Beef, stewing, boneless.....	lb.	136.7	168.3	339.0	388.5	518.8	509.3	487.3	66.5
Veal, front roll, boneless.....	lb.	139.3	174.0	313.6	336.4	451.5	453.8	424.5	73.7
Lamb, leg roast.....	lb.	109.9	152.8	257.4	284.3	319.3	326.3	321.8	91.9
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	229.2	215.8	247.8	221.0	218.4	57.9
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	259.3	239.4	302.7	259.5	256.4	48.7
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.5	229.5	219.0	216.0	190.4	182.7	69.1
Lard, pure, package.....	lb.	151.3	159.6	196.5	189.2	286.4	170.6	149.0	16.6
Shortening, package.....	lb.	134.7	137.5	227.8	217.4	274.9	227.9	216.9	31.4
Eggs, grade "A", large, carton.....	doz.	156.4	181.3	174.1	161.8	219.2	162.5	160.3	50.1
Milk.....	qt.	111.0	95.4	164.2	166.1	178.0	191.7	191.7	20.9
Butter, creamery, pints.....	lb.	140.5	148.0	227.1	218.7	241.4	262.0	236.7	64.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	228.2	222.2	244.6	262.5	262.5	35.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	165.1	165.1	183.9	191.8	191.8	12.3
Flour, all-purpose.....	lb.	127.3	124.2	218.2	221.2	227.2	230.2	227.2	7.6
Rolled Oats, package.....	lb.	112.0	114.0	155.2	167.5	202.2	196.2	196.2	13.0
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	162.0	163.0	181.4	193.2	194.3	18.1
Tomatoes, canned, 2 $\frac{1}{2}$ 's.....	tin	129.9	137.7	200.9	174.5	220.4	293.0	294.8	31.7
Peas, 20 oz.....	tin	117.5	121.7	146.7	145.7	155.5	168.8	168.8	21.6
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	185.8	172.8	177.5	192.9	193.8	21.4
Beans, dry.....	lb.	129.4	133.3	262.7	240.9	303.4	297.3	297.3	14.8
Onions, cooking.....	lb.	108.2	126.5	138.8	167.4	132.2	281.4	300.3	15.9
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	149.5	153.2	131.2	322.3	347.7	78.2
Prunes, bulk or in bag.....	lb.	115.8	120.2	184.2	203.4	245.9	242.5	239.9	27.6
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	127.2	131.2	159.9	173.9	173.9	26.2
Oranges, California.....	doz.	132.5	154.3	137.9	163.0	157.6	146.7	142.4	39.3
Lemons.....	$\frac{1}{2}$ doz.	111.3	148.6	136.0	157.2	174.1	179.6	178.4	29.1
Jam, strawberry, 16 oz.....	jar	111.3	115.1	148.0	147.9	166.0	167.2	166.0	29.2
Peaches, 15 oz.....	tin	101.5	106.1	142.6	140.6	152.1	154.7	154.0	23.4
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	142.1	141.4	154.0	159.9	159.9	21.8
Corn Syrup, 2 lb.....	tin	138.0	157.7	179.9	177.5	199.0	210.6	210.6	36.5
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	164.8	191.7	196.4	190.2	12.2
Sugar, yellow, in branded package.....	lb.	131.3	134.9	155.6	171.4	201.2	208.9	205.8	13.3
Coffee, medium quality, in bag.....	lb.	141.6	131.7	188.8	268.6	310.0	314.7	313.8	108.3
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	176.5	179.6	185.1	187.2	187.2	54.4

\* Descriptions and Units of Sale Apply to March 1952 Prices.



TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut (chops or roast), per lb.	Fresh shoulders, hook-off, per lb.	Bacon, side, fancy, sliced, rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>										
1—St. John's.....	114.0		83.0	70.0				75.4	72.5	69.8
<b>P.E.I.—</b>										
2—Charlottetown.....	97.5	88.6	80.0	67.2	65.0			54.6	49.5	
<b>Nova Scotia—</b>										
3—Halifax.....	96.5	89.1	76.5	68.5	68.9	61.5	88.5	57.3	48.5	72.8
4—Sydney.....	100.0	90.8	80.0	71.5	68.1			58.0	48.8	69.3
<b>New Brunswick—</b>										
5—Moncton.....	98.0	89.6	86.8	70.7	66.4			57.6	49.5	68.6
6—Saint John.....	97.9	90.1	83.3	67.8	69.1	63.0		58.9	50.1	72.5
<b>Quebec—</b>										
7—Chicoutimi.....	119.2	113.4		71.6	66.8		111.2	56.0	53.4	70.2
8—Montreal.....	105.3	100.9	91.6	67.4	64.0	51.8	96.7	55.9	46.2	58.5
9—Quebec.....	101.4	98.1	84.6	63.6	62.2	50.5	94.1	47.6	39.5	59.2
10—Sherbrooke.....	103.0	101.2	89.9	68.7	69.8	74.2		57.4	48.8	70.9
11—Sorel.....	106.2	100.6	90.0	67.9	61.0			54.1	45.9	63.0
12—Three Rivers.....	111.0	100.8	84.5	63.0	57.1			54.0	44.4	60.0
<b>Ontario—</b>										
13—Cornwall.....	85.7	84.6	85.0	61.7	67.9			54.9	46.9	60.2
14—Fort William.....	88.4	87.4	79.7	68.6	69.0			61.6		69.7
15—Hamilton.....	89.9	87.3	85.8	64.1	64.9	72.6	93.7	59.7	44.6	63.2
16—London.....	89.3	87.6	83.7	64.1	64.5		95.6	59.0	44.2	64.1
17—North Bay.....	84.3	82.8	78.6	64.7	64.9			58.4	46.5	68.8
18—Ottawa.....	88.3	87.7	85.6	67.6	65.4		93.6	58.5	43.6	60.3
19—Sault Ste. Marie.....	88.9	87.8	82.8	65.3	68.8		98.0	61.9	49.1	67.5
20—Sudbury.....	84.1	83.4	75.0	65.1	67.2		85.0	57.2	53.3	59.7
21—Timmins.....	89.0	88.2	85.9	68.3	69.7	83.4		57.3	46.0	65.4
22—Toronto.....	88.7	85.4	86.7	66.2	63.7	66.6	91.0	58.3	42.7	63.6
23—Windsor.....	84.8	81.9	81.4	62.0	66.9		87.6	58.3	43.5	65.5
<b>Manitoba—</b>										
24—Brandon.....	88.8	81.2	91.7		63.8			56.3	50.7	71.7
25—Winnipeg.....	91.5	85.7	87.3	67.9	66.4	75.2	87.1	58.2	56.0	71.2
<b>Saskatchewan—</b>										
26—Moose Jaw.....	87.1	83.0	84.1	68.6	67.9	78.0	84.0	59.4	48.7	73.9
27—Regina.....	92.5	88.5	88.4	70.4	72.4	87.0	94.7	61.9	52.8	79.1
28—Saskatoon.....	75.1	73.6	75.4	58.7	59.5		85.0	53.4	48.3	67.8
<b>Alberta—</b>										
29—Calgary.....	87.1	82.5	89.3	72.1	66.2	89.8	84.4	53.6	51.2	74.0
30—Drumheller.....	84.0	82.0	82.5	64.4	62.6			60.0	50.7	80.4
31—Edmonton.....	80.3	77.9	82.1	59.1	61.9	80.0	78.2	52.5	45.6	75.3
<b>British Columbia—</b>										
32—Prince Rupert.....	100.0	93.5	96.0		64.5		97.5	65.0	62.0	89.8
33—Trail.....	99.2	94.8	97.8	73.5	75.8		103.2	67.0	64.3	82.8
34—Vancouver.....	99.7	90.3	93.5	73.8	70.7	87.3	91.0	65.1	54.2	78.5
35—Victoria.....	102.8	94.3	95.0	71.6	74.6	85.0	97.4	65.5	52.0	82.2

# FOODS AND COAL BY CITIES, MAY, 1952

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolls cats, package, per lb.	Corn flakes, 8 oz. package
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....		35-8	67-1	32-0		35-3	12-0	8-6	15-4	19-8
<b>P.E.I.—</b>			g				*			
2—Charlottetown.....	17-9	33-2	47-4	17-0	70-1	37-3	13-6	8-2	12-2	19-1
<b>Nova Scotia—</b>			g							
3—Halifax.....	17-6	30-2	52-4	20-5	67-8	35-8	12-0	8-2	14-2	18-7
4—Sydney.....	15-7	30-9	54-6	22-0	71-5	37-3	12-8	8-5	13-7	19-1
<b>New Brunswick—</b>			g							
5—Moncton.....	17-3	32-1	52-2	20-0	68-8	35-7	12-0	8-2	13-5	18-4
6—Saint John.....	18-8	31-6	55-0	21-0	67-8	36-5	12-7	8-2	13-5	18-6
<b>Quebec—</b>										
7—Chicoutimi.....	18-0	33-2	60-0	20-0	63-6	37-0	13-6	8-3	.....	18-8
8—Montreal.....	16-2	31-0	52-2	20-0	62-0	34-6	12-0	7-5	13-1	17-4
9—Quebec.....	15-2	31-4	51-1	20-0	62-4	35-3	11-5	7-3	13-3	17-8
10—Sherbrooke.....	21-5	31-5	54-7	20-0	61-8	35-0	11-6	7-9	13-2	18-2
11—Sorel.....	15-8	31-2	49-7	19-0	61-9	33-6	12-0	7-6	13-5	17-6
12—Three Rivers.....	17-0	29-0	52-3	19-0	60-9	34-6	10-7	7-4	13-7	17-4
<b>Ontario—</b>			g							
13—Cornwall.....	14-9	30-1	51-2	19-0	64-5	34-9	10-7	7-3	13-4	17-9
14—Fort William.....	15-5	30-2	50-2	23-0	62-7	36-1	12-7	7-1	12-6	18-7
15—Hamilton.....	16-6	30-8	47-9	22-0	63-8	34-2	11-3	7-8	12-9	17-3
16—London.....	17-6	30-0	45-7	21-0	63-3	34-0	11-3	7-8	13-2	17-4
17—North Bay.....	19-1	32-0	50-6	22-0	65-1	34-4	12-0	7-8	14-1	18-8
18—Ottawa.....	15-6	30-9	50-6	22-0	63-8	35-1	12-0	7-8	13-3	17-3
19—Sault Ste. Marie.....	18-6	31-8	53-2	23-0	66-7	34-7	13-3	7-8	13-4	18-4
20—Sudbury.....	16-7	29-9	50-9	23-0	66-1	34-2	12-0	8-0	13-6	18-2
21—Timmins.....	17-1	29-0	51-1	25-0	64-5	34-4	12-0	7-8	12-8	18-5
22—Toronto.....	16-7	29-8	48-6	22-0	63-6	33-6	11-3	7-6	12-3	17-5
23—Windsor.....	16-8	30-9	48-4	22-0	65-1	34-1	11-3	8-1	13-2	17-4
<b>Manitoba—</b>										
24—Brandon.....	17-0	32-1	47-0	19-0	63-0	35-1	12-4	7-5	12-7	18-6
25—Winnipeg.....	14-3	30-3	46-7	20-0	61-4	35-3	14-0	7-1	11-9	17-8
<b>Saskatchewan—</b>			g							
26—Moose Jaw.....	14-1	31-7	41-2	19-7	60-9	34-4	12-8	7-1	12-4	17-8
27—Regina.....	14-0	31-9	44-6	19-0	60-6	35-7	12-8	7-1	12-5	18-8
28—Saskatoon.....	14-2	30-7	44-2	20-0	61-0	34-8	12-0	7-0	12-1	17-4
<b>Alberta—</b>										
29—Calgary.....	13-5	32-2	48-3	21-0	63-0	34-0	12-8	7-2	12-5	17-9
30—Drumheller.....	15-6	35-0	48-2	22-0	63-6	36-0	12-8	7-6	13-3	18-1
31—Edmonton.....	15-0	31-8	45-2	20-0	64-6	34-8	12-0	7-1	12-3	17-7
<b>British Columbia—</b>										
32—Prince Rupert.....	18-2	30-9	52-3	31-0	66-8	36-2	15-0	8-1	13-2	18-8
33—Trail.....	20-3	37-6	56-5	25-0	67-1	36-8	16-0	7-5	12-4	18-1
34—Vancouver.....	14-9	30-5	49-1	22-0	65-4	35-0	14-9	7-2	11-9	17-5
35—Victoria.....	18-4	31-1	53-6	24-0	66-8	35-8	14-9	7-5	12-2	17-9

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288 s, per dozen	Lemons, 300's, per 1 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	33.0	23.1	24.1	13.8	13.6	82.5	26.7	i 26.7	45.3	.....	61.6
<b>P.E.I.—</b>											
2—Charlottetown.....	28.6	22.0	22.6	14.9	14.7	67.0	k 26.0	n 28.1	43.5	34.0	56.2
<b>Nova Scotia—</b>											
3—Halifax.....	32.8	22.4	22.1	15.9	15.0	85.3	k 27.5	n 26.3	39.3	28.3	54.2
4—Sydney.....	34.0	22.1	23.2	13.7	16.0	82.2	k 28.9	k 27.4	39.0	32.6	56.2
<b>New Brunswick—</b>											
5—Moncton.....	30.3	21.7	21.2	14.6	15.7	75.1	26.3	k 25.9	40.2	30.3	53.7
6—Saint John.....	31.7	21.3	20.7	15.2	15.4	76.2	27.5	k 28.8	41.7	31.5	54.3
<b>Quebec—</b>											
7—Chicoutimi.....	31.5	22.8	21.3	.....	18.7	85.4	.....	.....	44.4	28.6	61.0
8—Montreal.....	28.8	19.2	20.2	14.7	16.3	73.8	k 29.3	k 24.6	36.3	24.5	51.3
9—Quebec.....	30.8	20.9	18.7	13.8	15.3	73.7	k 27.2	n 27.0	36.3	27.7	54.9
10—Sherbrooke.....	30.2	21.8	21.1	14.2	16.2	77.4	29.1	n 26.8	39.9	26.9	54.8
11—Sorel.....	29.5	19.4	19.4	13.5	15.4	73.9	27.3	23.7	39.3	29.3	49.8
12—Three Rivers.....	29.9	20.8	19.6	13.2	15.7	73.4	27.8	24.9	36.6	28.4	53.8
<b>Ontario—</b>											
13—Cornwall.....	29.8	20.8	19.7	12.5	15.1	79.3	k 29.0	n 24.0	34.8	27.8	51.4
14—Fort William.....	32.0	21.0	19.1	15.1	16.6	79.6	k 27.1	n 24.7	41.7	29.8	54.3
15—Hamilton.....	31.2	19.9	19.3	16.1	15.3	83.0	k 29.2	n 25.5	39.6	29.5	49.7
16—London.....	30.3	20.8	20.0	14.6	15.8	84.2	k 28.1	n 24.2	36.0	28.3	48.8
17—North Bay.....	35.3	22.5	21.7	12.7	13.4	84.9	26.8	n 26.5	39.0	27.7	53.6
18—Ottawa.....	31.2	21.1	19.5	13.8	15.7	80.9	k 27.6	n 27.6	37.8	27.4	49.6
19—Sault Ste. Marie.....	31.0	21.2	20.4	14.4	15.5	89.7	i 30.7	24.9	38.1	30.4	53.7
20—Sudbury.....	32.7	21.3	20.2	13.3	17.5	87.4	27.8	k 26.3	36.9	30.1	51.3
21—Timmins.....	32.8	22.0	20.2	13.8	15.6	87.5	27.3	n 24.6	40.5	32.1	54.7
22—Toronto.....	29.8	19.6	18.8	15.9	14.4	80.0	k 27.1	k 24.6	35.1	26.7	48.6
23—Windsor.....	26.7	20.7	18.7	14.7	12.7	81.5	i 29.3	n 23.9	34.8	28.4	51.1
<b>Manitoba—</b>											
24—Brandon.....	33.2	23.6	21.9	15.8	17.9	71.5	k 29.3	k 28.8	45.0	26.5	t 67.3
25—Winnipeg.....	31.6	21.9	21.1	15.3	16.3	74.0	k 27.9	k 26.7	43.2	p 25.4	t 67.0
<b>Saskatchewan—</b>											
26—Moose Jaw.....	33.8	22.2	22.6	14.0	17.1	73.5	k 26.8	k 27.9	42.0	30.7	t 71.0
27—Regina.....	34.6	21.6	23.4	15.8	17.0	65.5	k 25.5	n 29.2	40.8	31.0	t 72.9
28—Saskatoon.....	31.6	22.4	23.3	15.7	18.5	56.3	k 28.0	k 28.4	43.8	36.0	t 70.1
<b>Alberta—</b>											
29—Calgary.....	32.9	21.5	23.0	15.4	16.6	78.3	k 28.1	n 27.0	40.8	31.3	t 69.3
30—Drumheller.....	36.3	20.3	23.7	15.8	17.1	71.1	k 25.5	k 26.9	40.2	30.3	t 74.7
31—Edmonton.....	34.9	21.0	24.0	14.9	16.6	59.3	k 27.7	k 26.3	41.1	26.1	t 70.1
<b>British Columbia—</b>											
32—Prince Rupert.....	33.3	m 20.4	m 21.1	16.7	13.1	93.7	27.1	n 25.1	45.0	27.7	t 69.7
33—Trail.....	34.4	22.5	23.5	17.5	17.3	80.9	k 27.7	n 26.7	42.0	33.7	t 70.7
34—Vancouver.....	30.8	m 20.1	m 19.2	15.4	13.6	94.4	k 24.6	n 23.5	37.5	p 21.1	t 63.7
35—Victoria.....	30.8	m 18.8	m 19.1	16.8	14.4	93.4	26.6	26.0	35.4	p 21.4	t 67.3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported



# FOODS AND COAL BY CITIES, MAY, 1952

Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medi- um, per lb. pack- age	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
<b>Newfoundland—</b>	s					v	w		
1—St. John's.....	49.1	50.0	42.7	12.1	.....	116.9	59.7	.....	23.04
<b>P.E.I.—</b>						v			
2—Charlottetown.....	23.8	45.4	39.0	12.6	12.4	119.9	51.6	.....	17.00
<b>Nova Scotia—</b>						v			
3—Halifax.....	23.6	46.2	37.7	11.0	12.8	115.2	51.7	.....	19.00
4—Sydney.....	23.4	49.2	38.5	12.4	13.5	116.6	51.3	.....	13.35
<b>New Brunswick—</b>						v			
5—Moncton.....	22.9	42.0	37.7	12.0	12.5	112.9	51.2	.....	18.50
6—Saint John.....	22.5	45.4	37.7	11.3	11.9	114.5	52.6	.....	19.69
<b>Quebec—</b>						v			
7—Chicoutimi.....	.....	53.8	37.7	12.1	12.6	119.8	59.5	28.18	.....
8—Montreal.....	22.9	43.0	34.4	10.8	12.1	109.3	56.2	27.75	.....
9—Quebec.....	22.0	47.9	35.5	11.0	11.6	113.2	57.2	26.25	.....
10—Sherbrooke.....	23.4	42.0	35.2	11.1	12.1	111.8	58.3	26.00	.....
11—Sorel.....	21.4	44.7	34.2	10.8	11.2	110.7	55.0	25.83	.....
12—Three Rivers.....	25.0	44.4	35.4	11.3	11.5	111.2	56.2	26.25	.....
<b>Ontario—</b>						v			
13—Cornwall.....	22.0	41.0	34.3	11.5	11.9	113.9	55.7	27.00	.....
14—Fort William.....	21.4	41.7	38.3	12.9	14.0	104.5	53.7	26.82	.....
15—Hamilton.....	22.0	36.9	33.9	11.5	13.3	107.1	55.7	24.50	.....
16—London.....	22.4	41.2	34.0	11.8	12.9	106.1	55.6	25.00	.....
17—North Bay.....	23.5	43.0	36.4	12.7	13.8	119.2	56.0	26.50	.....
18—Ottawa.....	22.3	42.5	33.0	11.6	12.7	109.4	55.6	28.50	.....
19—Sault Ste. Marie.....	21.3	38.3	36.9	12.3	13.0	103.8	57.0	26.25	.....
20—Sudbury.....	22.3	38.2	36.4	12.2	13.0	104.9	55.1	26.25	.....
21—Timmins.....	23.1	42.8	35.7	12.3	13.3	105.6	55.1	31.00	.....
22—Toronto.....	21.4	41.6	32.9	11.0	12.7	105.2	54.9	24.25	.....
23—Windsor.....	21.8	42.1	33.9	11.9	13.3	103.3	55.0	25.00	.....
<b>Manitoba—</b>									
24—Brandon.....	26.0	47.4	38.0	14.5	15.3	108.6	53.7	.....	18.50
25—Winnipeg.....	23.6	46.5	36.8	13.8	15.2	100.4	52.8	.....	20.15
<b>Saskatchewan—</b>									
26—Moose Jaw.....	25.2	45.0	38.4	14.0	15.3	102.0	53.0	.....	17.25
27—Regina.....	24.8	47.2	39.8	13.7	15.2	105.9	53.6	.....	18.10
28—Saskatoon.....	24.4	48.9	37.2	14.6	15.5	101.2	51.4	.....	16.50
<b>Alberta—</b>									
29—Calgary.....	25.5	42.7	38.6	13.0	14.5	101.9	53.2	.....	14.93
30—Drumheller.....	26.4	45.0	41.0	13.5	15.3	105.5	53.7	.....	.....
31—Edmonton.....	24.6	44.4	37.6	13.1	14.6	107.9	52.9	.....	8.30
<b>British Columbia—</b>									
32—Prince Rupert.....	25.4	41.6	38.4	12.3	14.4	104.6	54.8	.....	22.90
33—Trail.....	26.1	44.0	37.1	13.3	14.9	101.6	53.9	.....	19.25
34—Vancouver.....	23.9	37.0	34.9	10.9	12.6	98.2	52.7	.....	20.41
35—Victoria.....	23.1	38.7	35.2	11.6	12.8	103.6	52.8	.....	21.75

(g) Mixed—carton and loose. (h) Evaporated milk 18.0¢ per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	5 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January, 1952	August, 1947	1949	1938	1935	June, 1914 (e)	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1,000
1922	(a) 120.4	(b) 119.7		(i) 183	(l) 185				(c) 164		110.1	(d)	
1926	121.8	126.4		(i) 172	155				162	125	106.3	(f)	
1929	121.7	122.5		(i) 164	176				161	118	106.6	1150	
1933	94.4	92.4		(i) 140	151	(q)		(k)	131	99	93.2		
1939	101.5	99.4	100.0	(i) 158	178	108		107.5	138	(m) 103	99.9	1029	748
1940	105.6	100.2	100.7	(i) 184	205	129		122.5	151	113	103.4	1051	782
1941	111.7	105.2	104.4	(i) 199	226	150		141.7	174	138	108.2	1111	810
1944	118.9	112.5	109.1	(i) 201	285	285		158.2	207	279	128.8	1270	872
1945	119.5	118.6	112.5	(i) 203	295	393		157.5	209	293	132.2	1270	884
1946	123.6	(n) 139.5	266.7	(i) 203	291	645		160.3	208	287	134.1	1278	891
1947	135.5	(n) 159.6	300.3	1030			4575	162.1	217	279	139.7	1309	919
1948	155.0	(n) 171.9	318.9	(j) 108	(p) 99	1632		172.4	224	281	147.8	1392	992
1949	160.8	(n) 170.2	336.0	(j) 111	1818	1818		175.9	222	278	153.2	1528	1009
1950	166.5	(n) 171.9	356.2	(j) 114	(p) 100	1945		177.7	(e) 159.1	293	159.3	1669	1066
1951	184.1	185.2	417.0	(j) 124				180.0	166.4	318	171.6	2067	1169
July	187.6	185.5	417.0	(j) 126		129.2		130.0	167.4	318	172.2		
August	188.9	185.5	412.2	(j) 127		131.2		130.0	166.4	318	172.2		
September	189.8	186.6		(j) 128	111	135.7		130.0	166.4	318	172.2		
October	190.4	187.4		(j) 129		140.4		130.0	166.4	318	172.2		
November	191.2	188.6		(j) 129	113	140.4		130.0	166.4	318	172.2		
December	191.1	189.1		(j) 130		142.9		130.0	166.4	318	172.2		
1952 January	191.5	189.1		(j) 132		145.9		130.0	166.4	318	172.2		
February	190.8	187.9		(o) 100.1		148.5		130.0	166.4	318	172.2		
March	189.1	188.0		100.6		148.5		130.0	166.4	318	172.2		
April	188.7	188.7				148.5		130.0	166.4	318	172.2		
May	186.7					148.5		130.0	166.4	318	172.2		

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August, 1938 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1925-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) New series on base 1949 = 100. (s) New series on base 1938 = 100.

**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935=1939=100)

Source: Dominion Bureau of Statistics

All Commodities— Classified According to Chief Component Material	1913	1918	1929	1933	1939	1950	1951	April, 1951	March, 1952	April, 1952
I. Vegetable Products	83.4	166.0	124.6	87.4	99.2	211.2	240.2	242.4	230.8	226.9
II. Animals and Their Products	79.8	175.6	125.7	81.4	89.1	202.0	218.6	221.7	218.2	214.0
III. Fibres, Textiles and Textile Products	94.4	169.3	145.2	79.1	100.6	251.3	297.7	296.7	259.1	248.4
IV. Wood, Wood Products and Paper	81.6	220.4	128.1	97.8	98.9	246.7	295.9	326.1	255.7	253.9
V. Iron and Its Products	88.7	123.7	130.3	87.2	107.5	258.3	295.5	293.6	291.9	287.1
†VI. Non-Ferrous Metals and Their Products	72.3	164.5	98.2	89.5	104.8	183.6	208.7	204.5	218.2	218.7
VII. Non-Metallic Minerals and Their Products	133.9	193.0	134.9	87.5	100.0	159.5	180.6	175.9	179.1	176.0
VIII. Chemicals and Allied Products	66.7	96.6	109.0	99.1	99.7	164.8	169.8	169.1	174.4	174.3
	79.8	149.5	120.2	102.4	100.3	157.8	187.3	187.6	184.7	181.8
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85.1	154.4	126.1	79.3	94.9	212.8	237.9	239.2	225.5	221.3
II. All Manufactured (fully or chiefly)	86.2	169.8	123.7	93.3	101.9	211.0	242.4	244.8	234.6	230.7
*General Building Materials	76.2	125.9	112.6	89.1	102.0	249.9	289.8	293.9	288.1	286.2
Residential Building Materials			112.4	89.0	102.3	242.7	286.2	287.6	286.8	285.2
Canadian Farm Products Total			140.8	69.3	92.6	236.7	265.1	265.4	248.3	245.4
Field.....			137.2	69.3	83.7	191.9	193.4	199.2	213.3	217.1
Animal.....			144.4	69.2	101.5	281.4	336.9	331.6	283.3	273.7

† Gold is included from 1935 to date.

\* Arithmetically converted from base 1926=100.

The indexes for 1952 are subject to revision.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per cent of Estimated Working Time
1952*						
January.....	15‡	15	5,749‡	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
May.....	28	42	14,434	22,973	247,733	0.27
Cumulative totals.....	92		43,818		614,663	0.13
1951						
January.....	18‡	18	6,255‡	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
May.....	32	40	7,250	8,038	35,167	0.04
Cumulative totals.....	106		26,511		99,417	0.02

\* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1952 <sup>(1)</sup>**

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1952				
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Rayon factory workers, Louiseville, P.Q.	1	642	15,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; unternminated.
Clothing factory workers, Sherbrooke, P.Q.	1	283	6,000	Commenced March 13; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with the same take-home pay and guaranteed 36-hour week following reference to arbitration board; unternminated.
Cotton factory workers, Montreal and Valleyfield, P.Q.	6	5,868	120,000	Commenced April 2; for a new agreement providing for increased wages following reference to arbitration board; unternminated.
Miscellaneous Wood Products— Furniture factory workers, Nicolet, P.Q.	1	30	300	Commenced September 27, 1951; for a new agreement providing for increased wages and cost-of-living escalator clause following reference to conciliation board; employment conditions no longer affected by the end of May, 1952; indefinite.
Basket factory workers, Grimsby, Ont.	1	162	2,760	Commenced April 15; for implementation of award of conciliation board for increased wages, time and one-half for overtime, two weeks' vacations with pay, pay for six statutory holidays and Rand formula; terminated May 22; conciliation; compromise.
Sawmill and box factory workers, Grand Forks, B.C.	1	7	145	Commenced April 21; for a union agreement; terminated May 28; negotiations; in favour of workers.
Metal Products— Electrical apparatus factory workers, Brantford, Ont.	1	165	3,600	Commenced April 7; for implementation of majority report of conciliation board for increased wages in new agreement under negotiations; unternminated.
Non-metallic Minerals, Chem- icals, etc. Vitreous tile factory workers, Kingston, Ont.	1	160	3,500	Commenced March 20; for a new agreement providing for increased wages, union shop, pension and hospital plans following reference to conciliation board; unternminated
Miscellaneous Products— Bedding factory workers, Montreal, P.Q.	1	380	7,900	Commenced March 26; for a union agreement providing for increased wages, check-off, payment for seven statutory holidays, etc., following reference to arbitration board; unternminated.
CONSTRUCTION— <i>Buildings and Structures</i> — Pipefitters, apprentices and helpers, Sydney, N.S.	1	36	72	Commenced April 28; dispute over holiday pay for Good Friday; terminated May 2; negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1952 <sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1952—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Truck drivers and ware- housemen, Ottawa, Ont.	1	14	200	Commenced January 21; for elimina- tion of 3-cents-per-hour differential between Ottawa and Toronto wage rates; employment conditions no longer affected by the end of May; indefinite.
Bus line office workers, Montreal, P.Q.	1	82	1,200	Commenced April 2; alleged dis- crimination in dismissal of nine workers; untermiated.
Bus drivers and mechanics, Brandon, Man.	1	10	120	Commenced April 29; for inclusion of mechanics and shopmen in new agreement and retroactive date of wage increase following reference to conciliation board; terminated May 15; negotiations; compromise.
SERVICE— Business and Personal— Garage mechanics, St. John's, Nfld.	15	700	2,450	Commenced April 28; for a new agreement providing for increased wages and other changes; termin- ated May 5; return of workers pending conciliation; indefinite.
Strikes and Lockouts Commencing During May, 1952				
LOGGING— Loggers, Franklin River, B.C.	1	42	80	Commenced May 19; protesting alleged neglect of safety pre- cautions; terminated May 20; con- ciliation; in favour of workers, misinterpretation of regulations.
MINING— Coal miners, Westville, N.S.	1	380	380	Commenced May 5; protesting dis- missal of a worker for insubor- dination; terminated May 5, return of workers pending reference to umpire; indefinite.
Iron ore miners, Campbell River, B.C.	1	300	500	Commenced May 20; protesting dismissal of a worker; terminated May 22; negotiations; indefinite, result not reported.
MANUFACTURING— Vegetable Foods, etc.— Flour mill workers, Port Colborne, Ont.	2	380	500	Commenced May 9; dispute <i>re</i> statutory holiday pay for May 24th which fell on Saturday; terminated May 12; return of workers pending reference to arbitration; indefinite.
Rubber and Its Products— Extruded goods splicers, Kitchener, Ont.	1	( <sup>3</sup> ) 30	50	Commenced May 6; protesting em- ployment of females as splicers on new product; terminated May 8; return of workers pending nego- tiations; indefinite.
Tire factory workers, Kitchener, Ont.	1	973	973	Commenced May 19; for 20 minutes wash-up time; terminated May 20; return of workers pending reference to arbitration; indefinite, see later strike.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1952 <sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		

**Strikes and Lockouts Commencing During May, 1952—Continued**

<b>MANUFACTURING—Con.</b>				
<i>Rubber and Its Products—Con.</i>				
Tire factory workers, millroom, Kitchener, Ont.	1	(4) 65	195	Commenced May 27; protesting dis- missal of a worker for cause; ter- minated May 30; conciliation, and return of workers pending reference to arbitration; indefinite.
Tire factory workers, Hamilton, Ont.	1	1,428	1,428	Commenced May 30; refusal to work overtime until new agreement signed; terminated May 31; return of workers pending settlement; indefinite.
<i>Fur, Leather and Other Animal Products—</i>				
Fur dressers and dyers, Winnipeg, Man.	3	169	1,435	Commenced May 6; for a new agree- ment providing for increased wages retroactive to Jan. 10-52, expiry date of agreement; terminated May 16; conciliation and negoti- ations; compromise, increase retro- active to April 1, 1952.
<i>Textiles, Clothing, etc.—</i>				
Celanese factory workers, Drummondville, P.Q.	1	(5) 100	75	Commenced May 16; for seniority in lay-offs; terminated May 16; partial return of workers; in favour of employer.
Uniform factory workers, Sorel, P.Q.	1	292	580	Commenced May 20; protesting re- signation of female supervisor who had been demoted; terminated May 22; conciliation; in favour of employer.
<i>Pulp, Paper and Paper Products—</i>				
Pulp and paper factory workers, St. George, N.B.	1	48	95	Commenced May 23; for extension of paid lunch period from one-half to three-quarters of an hour; termin- ated May 24; return of workers; in favour of employer.
<i>Metal Products—</i>				
Electrical apparatus factory workers, Montreal, P.Q.	1	600	600	Commenced May 1, 6, 7, 15 and 22; inter-union dispute <i>re</i> bargaining agency; terminated by May 22; return of workers; in favour of employer.
Motor vehicle factory office workers, Windsor, Ont.	1	(6) 1,400	14,000	Commenced May 19; for a new agreement providing for increased wages, automatic wage increases within job classifications, and Rand formula for union dues; untermi- nated.
<i>Miscellaneous Products—</i>				
Stamp and stencil factory workers, Hamilton, Ont.	1	12	108	Commenced May 20; alleged dis- crimination in lay-off of workers; unterminated.
<b>CONSTRUCTION—</b>				
<i>Building and Structures—</i>				
Lathers, London, Ont.	.....	16	32	Commenced May 1; for a new agree- ment providing for increased wages; terminated May 2; return of workers pending reference to ar- bitration; indefinite.
Construction equipment operators, Sault Ste. Marie, Ont.	4	30	90	Commenced May 7; for a union agreement providing for increased wages; terminated May 12; ne- gotiations and return of workers pending reference to conciliation; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1952 <sup>(1)</sup>—Concluded**

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During May, 1952—Concluded				
CONSTRUCTION—Con.				
Building and Structures—Con.				
Plasterers and cement finishers, London, Ont.	.....	60	600	Commenced May 7; for a new agreement providing for increased wages; terminated May 20; return of workers pending further reference to conciliation; indefinite.
Building trades workers, Windsor, Ont.	.....	(7) 1,045	13,000	Commenced May 7 and 8; for new agreements providing for increased wages; terminated May 23; ne- gotiations; compromise.
Building trades workers, Saskatoon, Sask.	.....	375	1,500	Commenced May 16; for new agree- ments providing for increased wages; terminated May 22, con- ciliation; compromise.
Building trades workers, Halifax, N.S.	.....	5,000	25,000	Commenced May 26; for new agree- ments providing for increased wages following reference to con- ciliation board; unterminated.
Painters, Sarnia, Ont.	2	(8) 35	140	Commenced May 27; for increased wages to prevailing rates for area; terminated May 30; return of workers pending further nego- tiations; indefinite.
Building trades workers, Logy Bay and Redcliffe, Nfld.	1	500	750	Commenced May 29; for increased wages; terminated May 30; ne- gotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES—				
Steam Railways—				
Machinists and helpers, Winnipeg, Man.	1	14	90	Commenced May 9; for reinstatement of four workers suspended for re- fusal to perform certain duties (lifting heavy objects in confined spaces); terminated May 19; nego- tiations; in favour of workers, all reinstated.
Electricity and Gas—				
Electric power distribution workers, Port Arthur, Ont.	1	60	90	Commenced May 21; for a new agree- ment providing for increased wa- ges; terminated May 22; return of workers pending reference to con- ciliation board; indefinite.
TRADE—				
Department store clerks, Montreal, P.Q.	1	1,035	22,000	Commenced May 2; for a union agree- ment providing for increased wages and time and one-half for overtime following reference to arbitration board; unterminated.
Machinery supply mechanics, electricians and helpers, Ottawa, Ont.	1	(9) 34	115	Commenced May 28; for a union agreement providing for increased wages, time and one-half for over- time and escalator-wage clause following reference to conciliation board; unterminated.
SERVICE—				
Business and Personal—				
Waitresses, Timmins, Ont.	1	11	80	Commenced May 23; for a union agreement providing for increased wages; unterminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 146 indirectly affected; (4) 1,127 indirectly affected; (5) 1,000 indirectly affected; (6) 10,600 indirectly affected; (7) 587 indirectly affected; (8) 785 indirectly affected; (9) 11 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1952, BY GROUPS OF INDUSTRIES AND CAUSES.\***

Cause	Agri- culture	Logging	Fishing and Trapping	Mining and Quarrying	Manu- facturing	Coh- struction	Elec- tricity, Gas, and Water Produce- tion and Supply	Trans- portation, Storage and Com- muni- cations	Trade	Finance	Service	Unclas- sified	Total
Striking Against and Stepping On Objects.		1											1
Struck by:	6	34		20	10	11	1	14	1	1	3		101
(a) Tools, machinery, cranes, etc.		4		1	1			2			1		9
(b) Moving Vehicles.		3		5		2		8	1	1	2		22
(c) Other Objects.	6	27		14	9	9	1	4					70
Caught In, On or Between, Machinery, Vehicles, etc.		2		4	10	5		4					26
Collisions, Derailments, Wrecks, etc.	1	5			3	4	1	26	5		1		51
Falls and Slips—	1	4	2	2	11	11		8			3		42
(a) Falls on same level.					2			1					4
(b) Falls to different levels.	1	4		2	9	11		7			3		38
Conflagrations, Temperature Extremes and Explo- sions.			2	2				1					43
Inhalation, Absorptions, Asphyxiation, etc.	1	2	1	23	5	8					2		22
Electric Current.				11	7	3			1				26
Over-exertion and Industrial Diseases.		1			1		4	6			8		18
Miscellaneous Accidents.					4						1		1
Total, First Quarter—1952.	15	49	3	60	51	42	6	59	7	1	18		311
Total, First Quarter—1951.	9	42	5	38	53	36	4	55	11		34		287

\* A new cause classification is used for the first time in this table. For explanation see article elsewhere in this issue entitled Fatal Industrial Accidents in Canada.



TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1952

Industry	New-found-land	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	North West Territories	Total
Agriculture						8	2	2	2	1		15
Logging	2				11	12	1	1	2	20		49
Fishing and Trapping						1		1				3
Mining and Quarrying			1			11		1	5	7		60
Manufacturing	2		24		7	24	3	1	2	6		51
Construction	1		1		13	18	3	1	1	4		51
Electricity, Gas, Water Production and Supply				1	17	18						42
Transportation, Storage and Communications					2	4						6
Trade			2	4	24	16	4		4	5		59
Finance					3	4						7
Service				1	3	1		1	1	5		11
Unclassified						5	2	1				18
Total	5		29	6	80	104	15	7	17	48		311



# Current

## LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press. (August 13)

*By Economics and Research Branch,  
Department of Labour*

**N**EW COLLECTIVE agreements providing for higher wage rates and other benefits were reached in July in the west coast logging and lumbering industry, the steel industry, the meat packing industry and the nickel-copper mining industry. The number of persons registered for work with the National Employment Service declined by 21,500 during the month but only two industries, aircraft manufacturing and shipbuilding, reported employment substantially above 1951 levels. According to the 41st annual survey by the Department of Labour, there were more members of labour organizations in Canada at the beginning of 1952 than in any previous year. More than 30 per cent of the labour force now belong to labour unions.

### Employment Conditions

During July, the number of applicants for employment registered with the National Employment Service declined by 21,500—17,800 men and 3,700 women—to a new low for 1952 of 175,700. The total of 175,700 is about 45,000 greater than at the end of July, 1951, and about 17,000 greater than at the same time in 1950.

The rate of decline in applications varied considerably from week to week during July. It fell sharply toward the end of June, rose in the middle of July and dropped again at the end of the month. The factor mainly responsible for these variations was the number of registrations for employment in western Canada, particularly in the Pacific region. Whereas applications fell steadily throughout the month in the Quebec, Atlantic and Ontario regions, applications rose in the west at the end of June, because of the completion of early summer farm work and the secondary effect of strikes in the British Columbia logging and construction industries. By the middle of the month, applications were dropping again in all parts of the country, the Quebec and Atlantic regions showing the greatest improvement in percentage

terms. Quebec was especially favoured in July by an upswing in construction activity which, together with agriculture, absorbed many unemployed loggers and bushmen. At the end of July the rate of decline fell again. Applications rose in the Pacific region during the last week of the month and remained about stationary in the Prairie region. The immediate effect of the settlement of the strike in the British Columbia logging and lumbering industry was an increase in registrations of loggers and bushmen who became eligible for unemployment insurance if they continued to be out of work after the strike was settled.

The following table shows the total number of registrations for work at National Employment Service offices on the dates indicated:—

Region	July 31, 1952	June 26, 1952	August 2, 1951
Atlantic. . . . .	19,581	24,287	15,687
Quebec. . . . .	51,582	63,070	35,291
Ontario. . . . .	50,893	58,738	35,822
Prairie. . . . .	20,503	19,797	16,531
Pacific. . . . .	33,155	31,266	26,636
CANADA. . . . .	175,714	197,158	129,967

The United States steel strike caused a number of lay-offs in July but the total number of workers affected was not much greater than 20,000, mostly in the automobile and automobile parts industries. Many employers arranged plant holidays to coincide with at least part of the period of shutdown. The settlement of the strike had not resulted in any general return to work by the end of the month, though some workers may have returned to their jobs. Scattered non-seasonal lay-offs, resulting from lack of orders, occurred in textile products and in a number of miscellaneous metal products plants.

### Collective Bargaining

During July, new collective bargaining settlements were reached in several major industries. The International Woodworkers of America (CCL-CIO) and the west coast logging and lumbering operators, represented by Forest Industrial Relations Limited, agreed to terms which brought to an end the strike of more than 30,000 woodworkers which had extended over more than 30 working days. It is reported that the new agreement provides for a wage rate increase of  $5\frac{1}{2}$  cents an hour and other benefits.

In the steel industry it is reported that, after lengthy negotiation, agreements have been reached between the Steel Company of Canada Limited, Hamilton, and the Algoma Steel Corporation, Sault Ste. Marie on the one hand and the United Steelworkers of America (CCL-CIO) on the other. At the time of writing, these agreements, which affect approximately 12,000 workers, had still to be ratified by the union members. Details of the Algoma Steel agreement are not yet available but

reports indicate that the Steel Company of Canada contract brings the base wage rate into line with that in the United States steel industry at \$1.43 $\frac{1}{4}$ . It also provides for a job classification program, increased shift differentials and an improved vacation plan. A settlement has not yet been reported for the third major steel producer, the Dominion Steel and Coal Corporation, Sydney, N.S.

New contracts covering more than 10,000 meat packing workers have been agreed to by Canada Packers Limited, Swift Canadian Company Limited, Burns and Company Limited and the United Packinghouse Workers of America (CCL-CIO). The contracts provide for an average increase in wage rates of about 7 cents an hour and for a reduction in the work week from 42 to 40 hours. In the base metals industry, the International Union of Mine, Mill and Smelter Workers (Independent) has concluded new agreements with the Consolidated Mining and Smelting Company of Canada Limited and the International Nickel Company of Canada Limited, each covering several thousand employees. These provide wage increases of  $7\frac{1}{2}$  to  $10\frac{1}{2}$  cents an hour for International Nickel employees and 10 cents for Consolidated Mining and Smelting employees, as well as other benefits.

At the end of July, agreement had not been reported in the pulp and paper industry where negotiation and conciliation have been going on for some time. The Canadian railways and unions representing 125,000 non-operating employees, after a period of bargaining and reference to conciliation officials appointed by the federal Department of Labour, have applied for a conciliation board.



# CURRENT LABOUR STATISTICS

(Latest available statistics as of August 13, 1952)

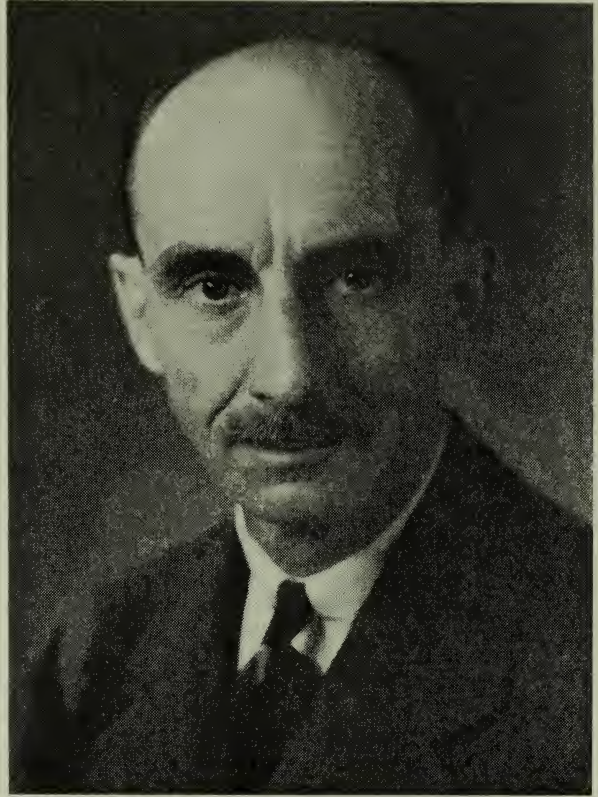
Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Mar. 1	5,179,000	—	+ 1.3
Persons with jobs (a).....	Mar. 1	4,967,000	—	+ 0.5
Persons without jobs and seeking work (a)...	Mar. 1	212,000	—	+24.7
Registered for work, N.E.S.				
Atlantic.....	July 31	19,581	-17.1	+24.8
Quebec.....	July 31	51,582	-16.2	+46.2
Ontario.....	July 31	50,893	- 8.7	+42.1
Prairie.....	July 31	20,503	- 6.5	+24.0
Pacific.....	July 31	33,155	- 0.9	+24.5
Total, all regions.....	July 31	175,714	-10.5	+35.2
Ordinary claims for Unemployment Insurance benefit.....	July 1	122,691	-14.5	+41.8
Amount of benefit payments.....	June	\$6,726,957	-35.2	+91.4
Index of employment (1939 = 100).....	June	182.2	+ 2.6	+ 1.1
Immigration.....	June	15,969	-19.6	+22.9 (b)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	July	881,318	—	+534.3(b)
No. of workers involved.....	July	55,737	—	+98.1 (b)
No. of strikes.....	July	47	—	-13.3 (b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	June 1	\$54.09	- 0.5	+ 9.6
Average hourly earnings (mfg.).....	June 1	\$1.30	+ 0.2	+11.9
Average hours worked per week (mfg.).....	June 1	41.4	- 0.7	- 1.2
Average weekly earnings (mfg.).....	June 1	\$53.70	- 0.5	+10.6
Cost-of-living index (av. 1935-39=100).....	July 1	188.0	+ 0.4	+ 0.2
Real weekly earnings (mfg. Av. 1946=100).....	June 1	118.7	- 0.7	+ 8.7
Total labour income.....\$000,000	May	876	+ 2.6	+10.6
<b>Industrial Production—</b>				
Total (Av. 1935-39 = 100).....	May	214.2	+ 0.3	- 4.1
Manufacturing.....	May	219.9	+ 0.3	- 5.2
Durables.....	May	266.3	+ 0.3	- 5.7
Non-durables.....	May	192.8	+ 0.2	- 4.8
<b>Trade—</b>				
Retail.....\$000,000	May	1,054	+14.5	+13.1
Exports.....\$000,000	June	375	- 1.6	+19.9
Imports.....\$000,000	June	324	-16.0	-10.0

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

# LABOUR DAY



**Hon. Milton F. Gregg, Minister of Labour**

If it were possible to isolate our thoughts from international affairs, Labour Day, 1952, would indeed be a day of high optimism for all of us in Canada. If our future could be judged merely on the basis of our industrial expansion, our resource development and our social advances, it might appear that we were about to enter a golden era.

However, world events are not of such a nature that they can be ignored. So, as we review the period since last Labour Day and try to anticipate what the next 12 months hold for us, we are conscious of the fact that the best we can hope for is another year of international high tension and the unnatural pressures inherent in a situation where a defence program must be carried on top of an active peacetime economy.

This state of affairs, it has been demonstrated during the past year, can exist, however, without major disruptions appearing in the economy and without serious frustrations of our development. But we must not become complacent. No new factor has appeared in the international scene to suggest our defence efforts could be cut back. Although prices seem to give indication

# MESSAGES

of stabilizing and in some cases seeking lower levels, the danger of inflation is still present and will remain as long as there are abnormal defence demands on our national product.

No one knows what the coming months will bring; but of one thing we can be certain, a continuance of the spirit of responsibility and co-operation on the part of the two great partners in production will be essential if we are to maintain our high living standards and at the same time increase our military strength.

That the Canadian worker will continue to accept his full share of this responsibility, as in the past, is a foregone conclusion. He knows better than most the implications of the present world-wide struggle, for during the last 20 years the Labour Movement has been the first institution to be attacked by the enemies of democracy and freedom.

I extend my sincere best wishes for your personal prosperity and happiness during the coming year.

## **Percy R. Benqough, President**

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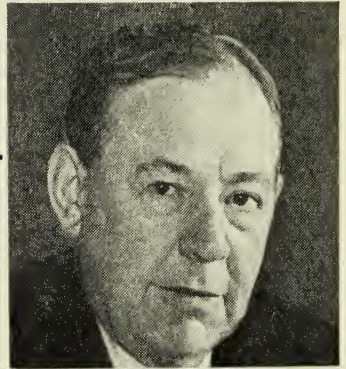
### **Trades and Labour Congress of Canada**

Once again it is my pleasure to extend warm fraternal greetings to the officers and members of our affiliated organizations throughout Canada on Labour Day. I hope that all of our members and their families have a good holiday, for they have earned it.

Never in our Canadian history have we produced so much in a single year. Perhaps, never before have there been fewer work stoppages and less working time lost because of disputes between our affiliated membership and their employers.

Unfortunately, however, that vast productive effort was not as great as it could have been. Not all of our members had an opportunity to share to the full extent of their capabilities in the production activities of the past 12 months. Too many Canadian workers were either unemployed or underemployed during the winter and early spring. And many of these were out of work or on short time for reasons not all attributable to seasonal employment conditions.

While our labour laws and conciliation machinery are not all that they should be, they have served to keep down the suffering and hardship of our members from loss of work through industrial disputes. But others of our laws and regulations have not helped to increase production and maintain full employment. In fact, some of these of a definitely class legislation sort can be said without hesitation to have been the cause of much of the unemployment, underemployment and distress suffered by our working people during certain periods of the past year.





I am happy, of course, to recall that some of these restrictive laws and regulations were removed in recent months. In particular, I am pleased that the class discriminatory restrictions on consumer buying were withdrawn, for these served no apparent useful purpose and instead caused widespread hardship upon working people and restricted both the production and distribution of things our people were greatly in need of, resulting, of course, in unemployment and under-employment.

The use of our resources is expanding all the time. There seems no foreseeable limit to our industrial and productive potential. In this economic atmosphere it is hard to imagine why thousands of able and willing workers should be unemployed. It is true, of course, that the weather in the winter and early spring months can and does cause layoffs in some industries and occupations. But we should not accept this as an unalterable fact or a condition that cannot be changed.

The Trades and Labour Congress of Canada has asked the Government of Canada to tackle the problem of what may be called cyclical unemployment, of which what may be accurately called seasonal unemployment is only a part. The Congress is satisfied that much of the recurring unemployment which brings suffering to our people and loss of production affecting everyone is not necessarily caused by seasonal climatic factors. I can assure all of our members at this time that we will continue to press for vigorous action on this very important problem with the aim and view of further reducing the amount of unemployment during any year.

In this connection, too, the Congress made strong representations to the federal Government urging more careful planning in the Government's immigration policies and practices. And I am glad that the Government saw fit to heed our representations and that immigration will be restricted during the winter months. The Congress is certainly not opposed to immigration, for it fully believes in the expanding possibilities of Canada and realizes that this will doubtless require the work and skills of many who will come to our shores from other lands. But the Congress, at the same time, is just as certain that all this should be better planned in order that new immigrants will not in future land in Canada only to be added to those already unemployed, especially in the winter and off-season months.

As a result of Congress representations, other improvements have been obtained this year. Some of the most important of these are the changes made in the Unemployment Insurance Act. Benefits have been raised in some cases and the waiting period for all claimants has been reduced from eight to five days. Also involved in the changes to the Act is the acceptance by the Government of Canada of the principle of fair employment practices. No discrimination on grounds of race, colour or creed may be practised by placement officers of the National Employment Service in referring applicants for jobs.

Another great advance made this year in our social laws was the removal of the means test from old age pensions. All Canadians of 70 and over now receive the old age pension as of right. The acceptance of this principle in social security is of the greatest significance

and its importance cannot be over-exaggerated, regardless of what views may be held as to what age limit and monthly pension rate should be established.

On the other hand, the further delay in the formulation of a national plan of health insurance is disturbing. Members of thousands of families of working people throughout Canada are in need of medical aid and are going without because they cannot afford the cost. The costs of medical treatment bear no relation to family income. At the same time it is true that medical needs become greater in families with the lower incomes. And in any family, regardless of its income, an illness or accident may also bring financial catastrophe. The Trades and Labour Congress of Canada has been pressing for the establishment of a national health insurance plan for many years. It will continue to do so.

During the year our affiliated organizations have grown in strength and numbers. Along with their growth the Congress has expanded in numbers and influence. We now embrace well in excess of half a million members and it is safe to say that our influence as a Congress was never greater and the respect with which we are treated by governments and others was never higher.

Our full and unyielding opposition to communism has, if anything, hardened during the past 12 months. Additional communists and communist sympathizers have been removed from office in certain of our affiliated organizations. Such actions are unpleasant but they are definitely necessary. How can we justify fighting communism abroad and at the same time allow its agents and stooges here at home to use our organizations to destroy the very freedoms and democratic institutions that our troops and agencies abroad are fighting to protect?

As members of all our affiliated organizations celebrate Labour Day this year, I urge them to keep in mind the aims and objectives of organized labour: we seek a system of life that will guarantee to every citizen able and willing to work an adequate income sufficient to provide a good home and comfortable living for himself and his family—that will free all from the fear of want for the whole of their lives—with efficient treatment during illness and full protection in old age.

## **A. R. Mosher, President**

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### **Canadian Congress of Labour**

On Labour Day, 1952, undoubtedly the uppermost thought in the mind of every intelligent person is whether or not a third World War can be avoided. Local and national conditions are important; but everyone realizes that the issue of war or peace is bound to have the greatest effect upon the lives of individuals and the history of nations. In Canada, and in many other countries, a huge proportion of the amount raised by taxation is devoted to armaments of one kind or another. Immense amounts of money are being spent in atomic research and in fantastic bombing planes, jet-propelled and radar-equipped, which are produced at enormous cost.



The financial burden of armaments detrimentally affects the standard of living throughout the world and prevents the workers and the people from enjoying the benefits of the great advances in production which have been made in the industrialized countries. The damage being done is more than material, however; people are suffering mentally and spiritually, because of the distrust and apprehension stirred up by threats and propaganda, and they are confused and fearful, not knowing when the storm-clouds of war may break.

One of the difficulties in a situation of this kind is to think clearly, to examine the possibilities of establishing world-peace, and to find practical methods of attaining it. It is obvious that this ought to be the chief concern of governments and peoples in every land. Every institution which has the welfare of mankind at heart is obligated to give this problem the utmost possible consideration. For this reason, the Canadian Congress of Labour has devoted time and attention to a study of the problem, and, while its views have been publicly expressed and placed before the federal Government, I believe that they will bear repetition at this time.

The Congress believes that, while we must be ready to defend ourselves as a nation and to associate with other nations for this purpose, defence is primarily a negative tactic. It has therefore strongly endorsed Canadian participation in the activities of the United Nations and in other international bodies. It recognizes that defence preparations have a certain deterrent effect; but it is convinced that Canada and the other nations which are comparatively well-to-do ought to give a great deal more attention to efforts to improve conditions in the underprivileged nations of the world.

In a Declaration of Policy issued at the Winnipeg Convention of the Congress two years ago, the following statement appears: "We must demand the abolition of the age-long miseries and the exploitation of the masses in the colonies and the backward nations. We must aim at something more than a mere bowl of rice for the Asiatics. We must demand land for the landless, bread for the hungry, and a stature for the least of these peoples that should be worthy of the greatest. This must be made a reality and not left as a promise."

It was pointed out that communism was appealing to the poverty-stricken masses, on the ground that it would provide peace, freedom and prosperity for them, but that, in reality, it gave them dictatorship, secret police, slave-labour camps and exploitation. Instead of meeting the challenge of communism, however, the nations were allowing conditions to become worse. Only a small percentage of the amount spent on armaments was being directed toward relieving the economic burden and our Congress urged the Canadian Government to contribute more generously toward the Colombo Plan and similar schemes. I may add that the Congress and its affiliated unions are themselves contributing, through the Interna-



tional Confederation of Free Trade Unions, toward the improvement of conditions in South-East Asia and other areas.

The Winnipeg Declaration concluded as follows: "The Canadian Congress of Labour believes that the barbaric and persistent challenge of communism to our civilization can be met only by a co-ordination of the efforts of the democratic institutions and the freedom-loving individuals in every land, willing to make whatever sacrifices may be necessary, not merely to survive, but to advance towards a social order which will provide economic security and social justice without losing the basic rights of freedom. If this is done, there is reasonable ground for hope that the challenge of communism can be met and the future of the human race made secure."

Nothing has happened in the past two years to weaken the validity of this statement. On the other hand, its truth is more evident than at any previous time. If war is to be avoided or averted, the most effective action directed towards this end is to raise the standards of living for the hundreds of millions of dispossessed people in the backward nations. They must be given food and tools, and, most of all, hope for the future. Their belief in and acceptance of democracy and the institutions which have been built upon it will depend upon what we in Canada and similar nations are prepared to do in this respect.

## **Gérard Picard, General President**

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### **Canadian and Catholic Confederation of Labour**

Every year Labour Day comes to remind us that the workers have reason to be proud of themselves and to trust in the future.

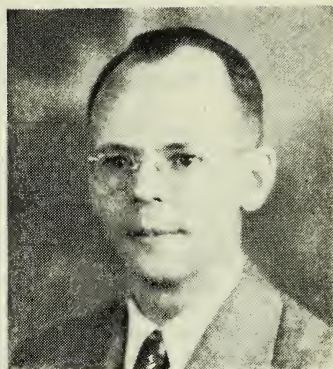
Throughout the centuries, and in almost all countries, the workers have had to face unscrupulous persons who have tried, in various ways, to reduce them to slavery. However, and this is all to their honour, every time a new form of exploitation has come up, the workers have always succeeded in freeing themselves from the yoke which their oppressors were trying to impose upon them.

Trade-unionism is the most recent form of liberation for the workers. Thanks to this movement, the working class is now realizing those social reforms which will gradually lead it to take its place in the industrial democracy of the future.

Trade-unionism, the law and society will constitute a framework within which the workers can breathe easily, because, through the innumerable sacrifices made by them and by their leaders, they have shaped a Christian social order which never fails to take their presence into account.

Workers, let us be proud of being what we are! Let us be proud of our accomplishments! Let us have faith, for "the future is ours"!

(See J. B. Ward, *Secretary, Railway Transportation Brotherhoods*, p. 1119)



# Notes of Current Interest

## **MacNamara Urges More Emphasis on Apprentices**

Failure on the part of industry to provide for the proper training of young men and women for skilled and semi-skilled jobs may result in serious labour shortages, Dr. Arthur MacNamara, Deputy Minister of Labour, told the 55th annual conference of Allied Florists and Growers at Ottawa early in July.

"Not so long ago," Dr. MacNamara said, "I had the pleasure of serving as chairman of the first national conference on apprenticeship. That conference was attended by delegates representing labour, management and each of the provincial governments; and it came to the conclusion that many industries in Canada are not placing nearly enough emphasis on the training of young men and women for skilled and semi-skilled jobs.

"I think you will agree that this is a very serious matter. The rate of industrial expansion in Canada during the past ten years has been truly staggering, and there is nothing to indicate that it will not continue. In all parts of the country, projects designed to realize more and more of our vast economic potential are under way. As I see it, these projects—iron, aluminium, hydro-electric power, oil, and the St. Lawrence Seaway, to mention but a few—these projects will provide a broad and solid foundation from which the Canadian economy can continue its rapid progress towards maturity.

"We may well be entering the greatest period of development in our history. We seem to have almost everything that is needed: industrial leadership and initiative, a high level of capital investment, an abundance of natural resources. And yet, by failing now to place sufficient emphasis on training and apprenticeship, we may be neglecting one of the most important requirements of continued expansion—the need for skilled workmen in adequate numbers."

The federal Government, Dr. MacNamara, said, will be spending in the current fiscal

year more than half a million dollars to encourage the spread of vocational training and apprenticeship programs. "But the great need," he emphasized, "is for greater interest in training and more action on the part of industry and business."

## **Immigration Increases In First Five Months**

Immigration to Canada in the first five months of 1952 showed a 36-per-cent increase over the corresponding figures for 1951. A total of 82,088 immigrants entered the country in the five months ending May 31 of this year, the Department of Citizenship and Immigration has announced.

Immigration from the United Kingdom has shown a 76-per-cent increase this year: 51 per cent more Northern Europeans have been admitted in 1952. The number of American emigres has, however, increased by only three per cent.

The number of immigrants from Germany and Italy has more than doubled since last year, the Department's report notes, and other European and Asiatic countries have shown corresponding emigration losses. The most significant decrease is in the number of Estonian admissions. Estonians admitted to Canada in 1952 numbered only 25 per cent of the total for the corresponding period in 1951.

## **Occupational Monograph On Social Worker Issued**

A 17-page booklet, the *Social Worker*, designed to show young Canadians the opportunities in this profession, has been published by the Department of Labour. This vocational guidance pamphlet is the latest monograph in the series on "Canadian Occupations".

Copies of the monograph may be obtained, on request, from the Circulation Manager of the *LABOUR GAZETTE*.

## **Charles G. Bird, Veteran Unionist, Dies in Hamilton**

Charles G. Bird, a former President of the Hamilton Trades and Labour Council and of the Labour Educational Association of Ontario, died in Hamilton early in July at the age of 71 years.

Mr. Bird served one year (1912) as a Hamilton alderman and the following two years on the Board of Control there. In 1928 he was appointed a Justice of the Peace for Wentworth county.



## **Canada's Social Security Described by J. G. Bisson**

Canada's social security program is "original, comprehensive in design, and national in coverage," declared J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission, speaking before the International Association of Personnel in Employment Security in Atlantic City recently.

Mr. Bisson stressed the trend to decentralization in the Canadian social security program. Social measures in Canada ought to be "kept close to the people" and "the federal Government should not undertake health or welfare measures that a province can do better," he said. Similarly, he added, services best administered at a municipal level should not be the responsibility of the provinces.

The five major social security fields in Canada are Unemployment Insurance, the Veterans' Charter, family allowances, the national health program and old age security. The speaker emphasized the special importance of the family allowances program, for in "recognizing a responsibility for the maintenance and training of its children," Canada was acknowledging that "children hold the key to a nation's future."

"The field of social security is universal and recognizes no national boundaries," Mr. Bisson declared. Canada, he said, has much to learn in the social security field and is also "willing to share what she has learned".

## **Two Canadians Elected To Rail Union Executive**

Two Winnipeg men, W. K. McKie and W. Aspinall, were elected vice-presidents of the Brotherhood of Maintenance of Way Employees at the union's annual convention in Montreal. T. C. Carroll of Detroit was re-elected president and A. Shoemaker was returned as secretary-treasurer.

## **Was 15 Months with ILO, Returns to Department**

Archibald Kerr, occupational analyst in the Department of Labour, has returned to his post after 15 months in Europe serving with the International Labour Organization. Mr. Kerr was one of four experts from the Department and the Unemployment Insurance Commission loaned to the ILO since 1950.

He spent five months at ILO Headquarters in Geneva, five months in Rome

as an adviser to the Italian Department of Labour, and five months in Paris. For a brief period he was loaned to the Allied Military Government in Trieste.

## **Fewer TWUA Secessions Than First Estimated**

Secessions from the Textile Workers Union of America (CIO) have not been as numerous as estimated by George Baldanzi, defeated candidate for the TWUA presidency. While the full extent of the withdrawal movement will not be known until results of NLRB-ordered representation elections are made public, it now appears that not more than 13,000 members will leave the TWUA.

After his defeat, Mr. Baldanzi reported (L.G., June, 1952, p. 686) that 53,000 textile workers had switched allegiance to the United Textile Workers of America (AFL) and predicted that 100,000 CIO members would transfer to the AFL group.

Several officials of CIO locals and joint board managers who first announced their support of Mr. Baldanzi and their intention to join the secession movement later reversed their stand when the rank and file of their unions voted to remain with the CIO.

## **Building Unions Agree To Increase Production**

A pledge on the part of labour to co-operate with management "in the industry's and public's interest to increase production and reduce costs" highlights an agreement recently concluded between the Building Trades Employers' Association of New York City and the Building and Construction Trades Council (AFL). The contract, which provides for a 15-cent-an-hour increase, effective August 1, for New York's 100,000 building craftsmen, was worked out over seven months of bargaining.

The new agreement grants the members of 23 unions, which include 17 different crafts, the maximum increase permitted under wage stabilization rules. The labour unions involved also reaffirmed their acceptance of labour-management machinery for the settlement of jurisdictional disputes.

Labour has agreed that it will try to maintain "maximum man-hour output and to use all machinery, tools, appliances, or methods that may be practical so that the increase in hourly wage rates . . . may not result in additional costs to the employers or members of trade unions."



## **Board Rules Union Must Pay Damages for Strike**

Damages amounting to \$9,208 were awarded recently to the Canadian General Electric Company Limited against the United Electrical Workers in a decision by an arbitration board under the chairmanship of Prof. Bora Laskin, professor of law at the University of Toronto. Arbitration board awards are final and binding.

The board decision stated that the union was responsible for maintaining discipline in the plant and for seeing that production was maintained and that in this respect it had failed to do so by allowing a work stoppage to continue over two and one-half days in September, 1949.

### **Walkout Over Suspension**

The collective agreement between the company and the union provided that there would be no "slowdown, strike or other stoppage of work or interference with work". The walkout by the union members was begun over the suspension by the company of a union steward.

The decision noted that the damages were not a penalty but represent compensation to the company for its loss during the work stoppage.

Miss Idele Wilson, Research Director of the United Electrical Workers and the union's representative on the board, submitted a dissenting judgment on the findings of the majority. Miss Wilson held that there was no evidence of union responsibility for the stoppages and added that the union officials had dissociated the UEW from the walkouts.

Miss Wilson stated that it was outside the jurisdiction of the arbitration board under the terms of the collective agreement to find the union liable for damages. She stated that the no-strike provision could not be construed to make the union liable for unauthorized action by its members.

### **"No Excuse"**

The majority decision noted that the allegation by the union of an improper suspension of the union steward did not provide an excuse for a breach of the collective agreement. It pointed out that the suspension could have been taken up under the established grievance procedure.

A union seeking to negotiate on behalf of the employees puts itself forward as a responsible party able to represent the workers, the board noted. In the board's opinion, this responsibility involved the control and disciplining of union members

and an undertaking that the members would carry out their obligations. It added that the union owed a duty to the employers that it would take reasonable measures to forestall or end any conduct by the union membership which was prohibited by the collective agreement.

Referring to the union's obligation under the no-strike clause, the board stated: "It may well be necessary for the union, if unco-ordinated efforts by its stewards and officers to terminate the stoppage are unsuccessful, to make concerted efforts and obtain the permission of management to call a meeting on the premises for that purpose.

"It may be necessary to threaten, and even take disciplinary measures against, particular members of the union. . . . It may, of course, be finally necessary for the union to report to management that it cannot control its members or other employees, thus leaving it to management to take such action as it sees fit.

"It brings home, too, to the employees, that in putting forward a union to represent them in collective bargaining, they recognize their subjection to its discipline in the discharge of obligations the union assumes under a collective agreement."

In assessing damages, the board granted \$1,826 as the loss suffered by the company in profits and \$7,382 as the continuing expense entailed in maintaining the plant.

J. C. Adams, company representative, was the third member of the board.

## **New Prices Peak Forecast in U.S.**

An increase in prices to a new peak in the next six to 12 months in the United States was forecast recently in a staff memorandum of the Senate-House Economic Committee. The Committee, which surveys economic trends for Congress, stated that the increase might range from one to three percent, resulting from a continuing rise in rents and services, a recovery in clothing prices and a slight upturn in consumer durable goods.

The memorandum noted that "most economists confirm our expectations of continued stability or a moderate rise in production, employment, income and prices for the remainder of 1952 and the first half of 1953." The survey based its findings upon a number of assumptions, including an early settlement of the steel strike, no deterioration of the international situation and the completion of the rearmament program.

## **British Firm Launches Apprenticeship Scheme**

An experiment in apprenticeship, designed to ensure a regular supply of skilled craftsmen trained on the job, was formally launched by Lever Brothers, of Port Sunlight, England, with the opening, early in the year, of an apprentice-training workshop.

The *Manchester Guardian*, commenting editorially on the scheme, says "the low birth-rate of the nineteen-thirties means a thin generation of craftsmen growing up to learn their trade in the nineteen-fifties . . . Moreover, National Service takes two years out of the early working life of all recruits to industry, making a thin generation even thinner." The only possible way of making up for the shortage of youth, it asserts, "is to make sure that the capacities of all boys who are entering industry are developed as fully as possible."

The new workshop is the combined enterprise of five companies in the Unilever group in Northwestern England.

Every boy apprenticed to any one of the companies in any of the eight trades—boilermaker, electrician, fitter and machinist, sheet metal worker, bricklayer, joiner, painter, and plumber—will spend six months at the training centre. If his home is away from Port Sunlight he will live in a hostel maintained by the participating companies.

"The six months course at the training centre," the *Guardian* states, "is designed not only to give a boy a start in his own trade but to give him a general apprenticeship to industrial life. He will learn something about the other man's job as well as his own—the joiners will have a spell with metal-working tools, and the fitters will spend some weeks working in wood. If a boy shows some particular aptitude for a craft that was not originally his chosen one he will be encouraged to make a new choice. One day a week is set aside for technical studies."

At the end of the six months, the boys will go to one or other factory in the group to spend the rest of their apprenticeship in the workshops. Throughout the entire period of apprenticeship the regional apprentice training manager will keep in personal touch with every apprentice to help the boy to make the most of his training and, if he shows ability, to encourage him to go on to qualify professionally in some branch of engineering.

The apprentices are advised to defer their National Service until they have completed their industrial training.

If the scheme works well with the Northwestern companies, the Unilever group will try to promote similar schemes in other regions. In spite of the shortage of boys, the *Manchester Guardian* reports, "there are more candidates than the companies in the group have room for."

## **Production Committees Established in Israel**

Joint production committees are to be established in all factories in Israel employing more than 50 workers under the terms of an agreement concluded between the Histadrut Trade Union Department and the Manufacturers' Association, according to a report in the *Israel Labour News*, published by the General Federation of Jewish Labour in Eretz-Israel.

Committees may be established in smaller plants by agreement with the employer.

In addition to committees in individual plants, the agreement sets up a central council to guide, co-ordinate and supervise the committees. Both the council and the committees will have an equal number of workers' and employers' representatives.

The aim of the committees, the agreement states, will be "to ensure co-operation between workers and management in developing industrial enterprises as an integral part of the national economy so as to increase output and exports, raise the country's capacity to absorb immigration, improve efficiency and productivity and determine suitable methods of incentive pay and ways of reducing prices."

Committees will devote special attention to production problems and to the efficient exploitation of equipment. They will also try to "reduce the proportion of unproductive labour, improve quality, and effect economies in manpower, materials and costs".

The agreement will apply to some 215 factories. The Histadrut Trade Union Department will appoint the workers' representatives on the central council.

## **66th TLC Council Given Charter**

The Cowichan District Trades and Labour Council on Vancouver Island is the 66th such council chartered by the Trades and Labour Congress of Canada.

President of the new council is C. Bourne of Duncan, B.C. Other officers are: A. W. Horrex, Vice-President; R. O. Lowe, Secretary-Treasurer; T. R. Heck, Sergeant at Arms. All are from Duncan.



## **Employment in Quebec At High Level in 1951**

A high level of employment was maintained in Quebec in 1951 according to statistics published by the provincial Department of Trade and Commerce. The average number of employees who found work in industry increased by about nine per cent over 1950 while average payroll earnings showed an increase of 20 per cent. Average weekly earnings amounted to \$47.37 as compared with \$42.38 during the previous year.

The index number of employment (1939=100) in 1951 stood at 168.5 while the figures for 1950 and 1949 were 155.0 and 154.3 respectively.

## **Forced Labour Inquiry Completed by U.N.**

Charges that forced labour systems exist in the USSR, China and several eastern European countries were heard by the United Nations-International Labour Office *Ad Hoc* Committee on Forced Labour (L.G., March, 1952, p. 259; Jan., 1952, p. 16) which concluded its sessions at New York on June 25.

Matthew Woll, representing the International Confederation of Free Trade Unions, submitted documents and affidavits supporting earlier ICFTU charges that forced labour has been maintained and extended in the USSR and China.

Hungarian, Lithuanian, Czechoslovakian, Romanian, Bulgarian, Latvian and Estonian witnesses testified that forced labour conditions existed in their respective countries. The Forced Labour Committee had been charged with a global survey of such conditions by the U.N.

## **"Jail Training No Bar To Union Membership"**

"The labour movement is not concerned with where a man learned his trade, but if he knows it," the Victoria and District Trades and Labour Council has held. A prison term should have no bearing on a man's union membership, the Council added.

The fact that a man has learned his trade in prison "will not jeopardize his rehabilitation into civilian life as a tradesman," A. P. Rayment, secretary of the Council, declared. Promulgation of this policy followed complaints that Victoria tradesmen who had spent time in jail were being discriminated against.

On the other hand, the New York State Federation of Labour (AFL) has condemned prison labour in competition with free workers. One union leader charged that prison labour created a "legalized monopoly injurious both to free labour and free enterprise".

Andrew Vatrone of the Brush Makers Union of New York City, speaking before the Federation's annual convention, charged "unfair" brush-making competition at Sing Sing prison. He warned the convention that other unions might be similarly affected and that unemployment might result.

## **Harry Bridges Seeks To Revive Federation**

Revival of the Maritime Federation of the Pacific, an organization of maritime unions disbanded in 1940, has been proposed by the International Longshoremen's and Warehousemen's Union (unaffiliated). ILWU President Harry Bridges was named to head a committee attempting to re-organize the federation.

According to an announcement from ILWU headquarters, pledge cards to be offered for the signatures of members of maritime unions would state that federation officials would be bound by these principles:—

"Full protection of autonomy under any federation structure that is established.

"Contracts of one year or more in duration.

"Joint or simultaneous negotiation of contracts.

"Each union in the federation to have one vote regardless of size.

"No jurisdictional raiding or jurisdictional strikes, with appropriate machinery and mutually agreed upon referee to settle jurisdictional disputes between unions not settled by mutual agreement."

## **5,222,000 Canadians Had Jobs at May 31**

During the 12 months ending last May, Canada's civilian labour force increased by 74,000 to a total of 5,329,000, according to results of the Dominion Bureau of Statistics quarterly labour force survey, conducted during the week ended May 31.

During the same period, the number of persons with jobs rose by 50,000 to a total of 5,222,000; those without jobs and seeking work increased by 24,000 to 107,000.



## **Retirement Compulsory In 58 of 61 U.S. Firms**

A compulsory retirement age is set in the pension plans of 58 of 61 large United States companies, according to a study made recently at Columbia University. Of these, 42 specify compulsory retirement at 65 years.

Eight large railroads were also studied. Although these generally fix no mandatory retirement age, employees working beyond 65 or 70 are often required to forfeit their supplementary pension benefits.

The following table indicates the retirement ages for both men and women in the 58 firms with compulsory retirement plans:—

	55	60	65	68	70
Men. . . . .	..	1	42	4	11
Women. . . . .	2	19	26	4	7

## **Denies Bargaining a Right Of Public Employees**

Collective bargaining is not a right of public employees, Attorney General Theodore D. Parsons of New Jersey has ruled. Limitations on pay scales in the annual budgets of public agencies militate against the principle of negotiating wages and working conditions, he said.

"The equilibrium of established government would be disturbed," he said, "if the Government were permitted to bargain with (public) employees for purposes that might exceed budget appropriations." This follows upon a state ruling several years ago that New Jersey public employees might not strike legally.

Within the State Civil Service, Mr. Parsons said, public servants may register complaints with a special grievance agency. But apart from this, he ruled, collective bargaining has no place in the public service.

## **Now U.S. Government Can Close Unsafe Mine**

The United States Senate has passed a bill which gives the federal Government the power to make and enforce mine safety regulations and to close any mine which it considers "an imminent danger to the life or safety of employees". The bill was sponsored by Senator Matthew Neely of West Virginia, one of the nation's top coal-producing areas.

Until passage of the Neely bill, enforcement of mine safety regulations was the responsibility of the states. United Mine

Workers' President John L. Lewis charged that failure to anticipate such mine disasters as the West Frankfort, Ill., cave-in last December has resulted in "an almost complete breakdown of state safety enforcement". Mr. Lewis had campaigned for more stringent federal control and Secretary of the Interior Oscar Chapman early this year asked Congress for such authority (L.G., March, p. 260).

To consolidate its safety gains, the UMW is also expected to demand tighter safety clauses in collective agreements, when they open bargaining for 1952 contracts. Mr. Lewis has suggested that he may ask mine operators to agree that miners may refuse, without the threat of legal action, to work in any mine that union inspectors consider unsafe.

While some collective bargaining contracts provide that miners may refuse to enter "unsafe" mines, the Taft-Hartley Act allows employers to sue unions for damages for "illegal" work stoppages. According to Mr. Lewis, the difficulty in differentiation between a safety shutdown and a strike prevents the UMW from enforcing such safety clauses.

## **44 States in U.S. Enact Labour Laws in 1951**

Labour laws were enacted in all 44 states and three territories of the United States whose Legislatures met in regular session in 1951, according to the *Annual Digest of State and Federal Labour Legislation* issued recently by the Bureau of Labor Standards, U.S. Department of Labor.

The most numerous changes were those made in workmen's compensation and unemployment insurance laws. Thirty-five jurisdictions increased benefits under workmen's compensation laws and 23 extended coverage. Unemployment insurance benefits were increased in 21 states. Other enactments strengthened laws relating to temporary disability insurance, child labour and school attendance, discrimination in employment, and rule-making authority for safety standards. Major improvements were also made in wage-payment and wage-collection laws, minimum-wage provisions, and the regulation of private employment agencies.

Six Federal acts were passed in the field of labour legislation. One affected deductions from seamen's wages; another, the recruiting of Mexican nationals; and a third, increased pensions for railroad workers. In addition, the Taft-Hartley Act, the Railway Labor Act, and the Selective Service Act were amended.

## **Find Most Women Work To Support Themselves**

Women work as wage-earners largely to support themselves and their dependents, according to *Women Workers and Their Dependents*, a report issued by the Women's Bureau of the United States Department of Labor. Economic pressures are forcing women to enter the labour market in ever-increasing numbers, the pamphlet states.

Fewer than 10 per cent of the 9,000 women studied in six unions were free from financial responsibility to other than themselves. The heaviest support burden, according to the report, was found to fall on women separated or divorced from their husbands. Most of these women were found to be at least partially responsible for the support of their families.

Data contained in the report are expected to be widely used in the campaign for an equal-pay law for women. The argument that paying less to women depresses the labour market is being stressed.

## **Women Form One-Third Of Britain's Work Force**

Women in Great Britain's labour force numbered 7,085,000 in May 1951—a third of the total labour force. This was an increase of 135,000 over the previous year's figure.

A study of the age distribution made by the Ministry of Labour and National Service shows that the increases occurred throughout the 30 to 50 age group.

Reductions took place in the group 19 to 29 years of age, the result of large numbers having left employment on marriage. The biggest drop, between eight and nine per cent, was among women aged 22 and 23.

A comparison of the number aged 60 in 1951 with the number aged 59 in 1950 shows the effect of reaching pensionable age. A decrease of 24 per cent was noted. Numbers aged 60 to 68 in 1950 fell by 13 per cent by 1951; the numbers aged 69 and over, by 30 per cent.

Analysed according to industry, the proportion of women aged 40 and over was shown to be slightly higher than in 1950. In all industries and services taken together, it was 38 per cent. In miscellaneous services, the proportion was 52 per cent; public administration was next highest with 45 per cent.

The proportions under 20 years of age were considerably higher than the average

in the paper and printing and clothing industries, distributive trades, and insurance, banking and finance, and much lower than the average in public administration, professional services and miscellaneous services (including catering and domestic service).

With women of pensionable age, the proportion did not vary much from the average of four per cent in any industry group, with the exception of miscellaneous services, which had eight per cent in that class.

Married women numbered just over 3,000,000—about 43 per cent of the total number of women wage-earners.

Well over 69 per cent in the age class 30-49 were married but many were part-time workers or in occupations such as cleaners and domestic help.

The miscellaneous services group had the largest number of married women—about 590,000. Next were the distributive trades with 400,000, followed by professional services with 350,000, and the textile industries with 310,000.

## **35-54 Age Group Forms 40% of U.S. Work Force**

The age composition of the woman labour force in the United States has undergone drastic changes since 1940, the Woman's Bureau of the U.S. Department of Labor reports. Most notable is the increase in the number of women 35 to 54 years of age.

In 1940, women in the 35-54 age group comprised only one-third of the woman labour force; in 1950 and 1952, they were two-fifths of all women workers. Over the 10-year period 1940-50 there has been an increase of 60 per cent and in the last two years their numbers have continued to increase.

Women workers 55 to 64 years of age more than doubled in number between 1940 and 1950, with an additional three-per-cent increase in the last two years. This group constitutes about one-tenth of all women workers.

In contrast, the proportion of younger women, those from 20 to 24 years of age, has decreased since 1940 from one-fifth of all women workers in that year to little more than one-tenth in 1950 and 1952. The decrease is primarily the result of the low birth rate in the depression years. Their numbers in the labour force have decreased by eight per cent over the 10-year period and by six per cent in the last two years.



In the age group 25 to 34 years, there has been only a slight change. This group in 1940 formed well over one-fourth of all women workers but by 1950 and 1952, only a little more than one-fifth of the women in the labour force. The 11-per-cent increase in the 12-year period is attributed to the increase in the birth rate and to the population change in this age group.

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### **All Countries Increase Job Training for Women**

An increasing trend towards greater vocational training for women in all countries was noted during the recent session of the United Nations Status of Women Commission in Geneva, Switzerland, reported Miss Mildred Fairchild, Chief of the Women's and Young Workers' Division of the International Labour Office. The United States, Britain and France have all expanded greatly their facilities for training women for industry, she reported.

Less progress, said Miss Fairchild, had been made on the movement to provide equal pay for equal work for women. No country has yet ratified the ILO recommendation in this field adopted last June.

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### **Court Upholds Employer In U.S. Picket Line Case**

Workers who refuse to cross picket lines of another union at a customer's plant may be dismissed, the United States Court of Appeals has ruled. The Court was rejecting the claim of the National Labor Relations Board that such employees ought to be reinstated with back pay.

Judge Albert B. Maris held that to rule in favour of the NLRB "would be to permit an employee unilaterally to dictate the terms of his employment". An employee is not free to exercise his right to refuse to cross other picket lines when he is working on company time, he added.

The case involved a chauffeur-routeman for a news-supply company who refused to pick up newspapers for delivery inside a Typographical Union picket line. The routeman claimed that he would be considered a "scab or strikebreaker" if he crossed the picket line in the course of his employer's business.

Commenting on this stand, Judge Maris held that while employees have the right to assist other unions for their "mutual aid and protection," the dismissed man's con-

cern "appeared only to be with his own standing as a union man". Thus the NLRB petition for reinstatement was dismissed.

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### **U.K. Government Blocks Recommended Pay Boost**

Proposals for wage increases must be considered with "full regard to the national interest," declared British Labour Minister Sir Walter Monckton, referring proposed increases in the distributive trades, back to 12 wage councils. The suggested increases would affect more than a million British workers.

The Government cannot reject wage-increase proposals outright but can defer them for "reconsideration" indefinitely. The Union of Shop, Distributive and Allied Workers has taken "the strongest possible exception" to the deferment, claiming "unwarrantable interference" with normal wage-fixing machinery.

The Minister of Labour has held that present economic conditions in the United Kingdom are such that all wage-increase proposals must be considered with particular care. The wage councils recommended increases varying from 107s. 6d. to 119s. 6d. for men in the distributive trades. To attempt to rule out these increases, the union has claimed, would be an act of "gross injustice".

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### **British Railway Unions' Wage Demand Rejected**

The Railway Executive of the United Kingdom has rejected the £17,000,000 wage-increase claim of 457,000 British railwaymen. Three rail Unions are demanding a 10-per-cent increase and extra pay for work on Saturday.

No alternative offer was made to the railwaymen and it is now expected that the three unions will appeal to the Railway Staff National Council. The industry's final court is the Railway Staff National Tribunal.

In 1950 the unions won an increase of 7½ per cent and last September another of 8 per cent. The Railway Executive is, however, now asserting that changes in the cost of living since last year do not justify a further increase.

The three unions involved are: the National Union of Railwaymen, the Transport Salaried Staffs' Association and the Associated Society of Locomotive Engineers and Firemen.



## **Average U.K. Wage Rates Doubled in 13 Years**

A Ministry of Labour inquiry into earnings and hours in industry in the United Kingdom shows that average weekly earnings have risen approximately 165 per cent in the 13-year period October, 1938, to October, 1951, while actual wage rates have increased by 96 per cent.

Weekly earnings in October of last year averaged £7 1s. 1d.; the average for men was £8 6s. 0d. At the time of the previous survey, six months earlier, the average for all workers was £6 16s. 2d.; for men, £8 0s. 2d.

The percentage increases in average earnings are the result of a number of factors, including: (a) increases in wage rates; (b) increases or decreases in the number of hours worked and the proportion of hours paid for at overtime, weekend and nightshift rates; (c) extensions of systems of payment by results in some industries and increased output by the workers affected; (d) changes in the proportion of men, boys, women and girls employed in different occupations; and (e) changes in the proportions of workers employed in different industries.

Expressed as an index number, the level of average weekly earnings in October, 1951, was 136 (April 1947=100). The index numbers of wage rates and retail prices (June 1947=100) were 122 and 129 respectively. (The wage rate index relates to all industries, including coal mining, the railway service, agriculture and the distributive trades, which are not covered in the figures of average earnings.)

The highest average weekly earnings recorded were in the paper and printing trades, in which the average earnings for men were £9 7s. 5d. The lowest average, £6 12s. 0d., was in national and local government service.

In industries not included in the inquiry, figures recorded by the National Coal Board show that in the first week of October, 1951, men were earning an average of £10 11s. 11d., with allowances in kind worth 8s. 10d. a week. In the docks, the average weekly earnings were £9 14s. 9d. Railway earnings were below the average. The annual wage census taken by the railway executive showed the average earnings of men in the conciliation grades to be £7 12s. 11d. in April, 1951.

In October, 1951, the average number of hours worked in a week was 46.1, compared with 46.5 in October, 1938.

The figures given represent the total number of hours actually worked, and

include all overtime and any period during which work people were available for work and for which a guaranteed wage was payable. Time lost from any cause is not included.

Throughout the 13-year period, the average has fluctuated between 45.0 and 46.5 hours. For men, the average was 47.8 in October, 1951, and for women, 41.5, as against 47.7 and 43.5 in 1938. The highest average for men was in transport and communications (exclusive of railways, London Transport and British Road Services).

The inquiry was one of a series conducted by the Ministry of Labour and National Service, and included more than two-thirds of the wage-earners in manufacturing industries generally and in a number of the principal non-manufacturing industries.

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## **Italian Anti-Communist Unions Urged to Unite**

The AFL and the CIO have joined in an appeal to anti-communist unions in Italy, frequently at odds with each other, to "enter into a compact of friendship to work together for the common good of the Italian trade union movement".

The AFL-CIO message was sent to the Italian Confederation of Free Labour Unions and the Union of Italian Workers. At present, the dominant labour group in Italy is the communist-led General Confederation of Labour.

According to A. H. Raskin, writing in the *New York Times*, the appeal had a threefold purpose:—

1. To help heal the split in the ranks of the Italian anti-communists and thus make it easier to combat communist influence among Italian workers;

2. To strengthen the positions of the Italian unions in resisting attempts to turn the anti-communist unions into auxiliaries of political parties;

3. To ease the tension between the AFL and the International Confederation of Free Trade Unions, a tension which began to develop when the AFL opposed the admission of the Union of Italian Workers into the ICFTU on the grounds that this union should first unite with the Italian Confederation of Free Labour Unions, already an ICFTU member.

In their joint message, the AFL and CIO said they looked forward to the day when Italian labour would be represented by a "single, powerful, democratic trade union movement, which will play a decisive role in strengthening democracy in Italy".

**Britain's Labour Force  
Up by 100,000 in Year**

Great Britain's labour force increased by 100,000 in the 12-month period May 1950-May 1951, reaching a total of 20,750,000 in 1951. Almost two-thirds of this number—13,665,000—were males.

A study of the age distribution made by the Ministry of Labour and National Service reveals a similar pattern for 1951 to that obtaining in 1950, thus reflecting the influence of the same factors.

The highest figures among male employees were found in the age groups 29-31, attributable to the high birth rate after the First World War. Conversely, the low birth rate during the war is reflected in the lower numbers in the 32-34 age groups.

There were 506,000 men of pensionable age (65 years and over) still in gainful employment; of these, 173,000 were 70 years or more. In 1950 there were 12,000 fewer in the 70 years and over group.

The effect of reaching pensionable age is seen by comparing the number of employees aged 64 in 1950 with those aged 65 in 1951. The figures, 138,000 and 97,000 respectively, show a reduction of 30 per cent.

An age-analysis by all industries and services combined shows a slightly higher proportion of males aged 40 and over than in 1950. In all industries and services combined, the age groups were as follows:—

Age Group	Per cent
Under 20 .....	7
20 and under 40 .....	41
40 and 65 .....	45
65 and over .....	4
	100

Young men under 20 years of age continued to represent a high proportion of the total number of employees in agriculture and in the woodworking and scientific instruments industries. In agriculture, this feature results from the fact that at May, 1951, very few young men in that industry had been called up for national service. Similarly in the wood-working and instruments industries, a number were granted deferment to complete their apprenticeships.

The highest proportions of men in the pensionable age class were in miscellaneous services (7 per cent) and in the textile, clothing and leather industries (6 per cent).

Taking 40 as the dividing line between the lower and upper age groups, the analysis brings out two interesting points: in the building and contracting industries

60 per cent of the total number of males were under 40, compared with the average of 51 per cent, while in public administration 61 per cent were over 40, compared with a 49 per cent average.

**Disability Benefits Law  
Covers 4½ Million in N.Y.**

Of 4,600,000 employees in New York state covered by the Disability Benefits Law at the end of 1951, 38 per cent were covered by statutory plans, according to the annual report of the New York Workmen's Compensation Board. Such plans provide a maximum benefit of \$26 a week for 13 weeks, after a seven-day waiting period.

The remaining 62 per cent were either under plans whose benefits exceed the statutory benefits in the size of the weekly payment, or in the number of disability weeks for which benefits are payable. Others were under plans with features such as hospital and surgical care insurance, or were under plans that were in existence before the law was passed, in 1949.

Total benefits amounting to \$547,000 were paid in 1951, a significant increase over the \$92,000 paid in the last half of 1950. Disability benefits are payable to all those unemployed in New York state for more than four weeks.

**29c. of U.S. Consumer's  
Dollar Spent on Food**

Twenty-nine cents of the average United States consumer dollar was used for food in 1951. This figure represents 17·9 cents spent in stores, and 11·1 cents for food served in restaurants and food used by farmers.

The table below shows the distribution of the American consumer dollar, as reported in *Fairchild Facts*.

	Cents
Food .....	29
Housing .....	10.5
Clothing .....	9.7
Home Furnishings .....	6.9
Health and Beauty Aids.....	5.7
Automobiles and Parts.....	5.2
Gasoline and Oil.....	2.7
Household Operations .....	4.9
Alcoholic Beverages .....	4.0
Public Transportation .....	2.8
Tobacco .....	2.3
Recreation .....	1.9
Personal Services .....	1.9
Medical and Dental Services.....	10.5
Miscellaneous .....	2.0



## **Coal Output Increased By British Miners**

Summing up results for 1951 in Britain's nationalized coal industry, the National Coal Board in its fifth annual report to Parliament states: "If the results of 1950 were disappointing, those of 1951, in the main, were not."

Output in 1951 was 7.8 million tons greater than in 1950; output per man-year was the second highest for half a century; and output per man-shift was the highest on record. On the average, each man helped to produce ten tons more coal than in the year before.

Against this, however, the Board points out that about three-fifths of the increase in output came from the extension of Saturday working, from which little further gain can be expected, while the increase in output per man-shift was only slight.

### **5 Years Publicly Owned**

The report, besides giving results for 1951, marks the end of the industry's first five years under public ownership by a discussion of progress since the Board took over at the beginning of 1947.

Rebuilding the mining labour force continues to be a serious and pressing problem. In an effort to stop the decline, the Board, with the help of the Government, granted wage increases twice during the year, exempted miners from compulsory military service, increased housing allocation in mining areas, and launched an intensive recruitment campaign. The year ended with 698,000 men on the colliery books. This was a gain of 9,300 in total manpower over the 1950 figure, or 1.4 per cent. Of this number, only 1,700, or 0.6 per cent, were faceworkers. (The manpower target set by the Government for the first year of operation under public ownership was 730,000.)

In spite of the decline in the proportion of faceworkers in the industry as a whole, overall output per man-shift in 1951 reached a new record of 1.21 tons, compared with 1.19 tons in 1950. Output per man-shift at the face rose to 3.17 tons from 3.11 in 1950. On a five-year basis, output per man-shift overall rose by 17½ per cent and at the face by 15 per cent.

With higher output per man-shift and more shifts worked per man, output per man-year reached 303 tons, as against 293 tons in 1950, and was nearly as high as in 1937, which had the highest figure of the century.

While the number of shifts worked by each man was high, the industry still suffered in 1951 from irregular attendance.

An estimated 1,113,000 tons were lost as a result of disputes. These numbered 1,637 and involved 150,000 men. Nearly two-fifths of the tonnage lost was caused by 38 stoppages and "go-slow" workings, the biggest being a stoppage in South Wales over the proposed closure of a colliery.

## **Wage Increase Awarded By Australian Court**

Wage increases averaging 11 shillings weekly have given a powerful impetus to inflationary tendencies in Australia, according to a despatch to the *Financial Times* of London. Financial experts see the wage-increases, awarded by the Arbitration Court, as dangerous to the Australian economy when taken in conjunction with higher costs and a lessening demand for goods and services.

Higher food costs were responsible for the basic-wage increase but, the article points out, the increases are not likely to check the wage-price spiral. It is expected that wage-increases will raise manufacturers' costs by about £30 million annually.

The new weekly wage rates vary from £10 13s. in Brisbane to £11 15s. in Sydney, the figures in Australian pounds. The Australian pound is presently worth \$2.16, a 20-per-cent discount on the British pound sterling.

## **Half World's Population Earns Under \$100 Yearly**

Half the world's population is earning less than \$100 a year, United Nations statisticians have reported. Only 10 per cent of the world's two billion people have reached income levels of more than \$600 a year.

Canada and the United States, with less than 10 per cent of the world's population, accounted for 43 per cent of the world's total national income in 1950. The greatest concentration of low per capita income countries is in densely-populated Asia.

Real per capita income has risen in most parts of the world in recent years and the global standard of living is rising; but huge disparities in income levels still exist among the nations, the U.N. Monthly bulletin of statistics reported. The 65 per cent of the world's people living in Asia, Africa and Latin America account for only 17 per cent of the entire world-wide income total.



## **Bar Yugoslavian Unions, ICFTU Board Advises**

A recommendation against the admission of Yugoslavian unions, on the grounds that they are still modelled after those of the Soviet Union, has been sent by the Executive Board of the International Confederation of Free Trade Unions to its 71 affiliates. The recommendation was contained in a report by ICFTU General Secretary J. H. Oldenbrock of the Netherlands.

Claiming that Yugoslavia's split with Moscow was tactical rather than ideological, Mr. Oldenbrock said that labour conditions in Yugoslavia were "far from satisfactory" from a democratic point of view. Though the country's unions might have a degree of independence from Russia, he felt that their internal organization was still totalitarian. Recognition of the Yugoslavian unions would thus be "inconsistent" with ICFTU's stand against all forms of totalitarianism, he pointed out.

### **Plumps for Autonomy**

Yugoslavia's trade-union chief, D. Salaj, has expressed a desire to improve relations with "all trade union movements of the world willing to co-operate on the basis of equality, freedom and independence". He has accused the Russians of "enslaving" the Yugoslav trade-union movement and has plumped for Yugoslavian trade-union autonomy.

Commenting on Salaj's assertions, Mr. Oldenbrock pointed out that the Yugoslavian unions were operating under the aegis of the Moscow-sponsored World Federation of Trade Unions more than a year after Marshal Tito's break with the Cominform. The policy of the WFTU has remained constant, Mr. Oldenbrock observed, but Yugoslavian policy has fluctuated and the possibility of reconciliation with Moscow "has never been ruled out".

## **Canadian Paper Makers Publish Union History**

The International Brotherhood of Paper Makers (AFL-TLC) has published in booklet form a comprehensive history of the union in Canada, under the title *Paper Makers in Canada—A Record of Fifty Years' Achievement*.

Its compiler, W. E. Greening, has treated the subject under the following three main headings: (1) Origin of the Union;

(2) Struggle for Recognition in the Province of Quebec; and (3) Recent Progress. A map showing the geographic location of the various locals is also included.

The 96-page booklet, the title-page states, is printed on Canadian union-made paper, manufactured by members of Cornwall Local No. 212.

## **Expect New U.S. Agency To Aid Textile Industry**

A single federal agency has been established in the United States to purchase all the textile and apparel needs of the country's armed forces. The new department, to be known as the Armed Services Textile and Apparel Procurement Agency, will handle military clothing and textile orders amounting to \$2 billion annually.

It is expected that the new agency will help to combat the recession in the textile industry by placing government orders during the slack periods of civilian production. The agency will begin buying operations in October.

## **Mobility of Labour Less Now Than in 1920s**

Changes in employment customs and union contracts, over the past 25 years, have given workers greater equities in their jobs. This has resulted in a lesser degree of labour mobility, according to Dr. Gladys Palmer of the University of Pennsylvania, speaking before the spring meeting of the Industrial Relations Research Association.

Younger workers are more mobile than older ones, men are more mobile than women, and newcomers to a community are more mobile than established residents, added Dr. Palmer, analysing the results of studies in six American cities.

## **European Co-operative Social Security Planned**

A comprehensive social security program for the 270,000,000 inhabitants of 15 western European countries has been drafted by the Council of Europe. Under the provisions of this international program, non-resident aliens will be entitled to workmen's compensation, medical expenses, etc., in the country in which they are working.

Although the international plan points to a greater degree of welfare co-operation between European countries, the terms of the social security program will have to be ratified by the parliaments of the Council's member-countries before becoming law.

## **Jobless Insurance Funds Reach New High in U.S.**

Nation-wide reserves for state unemployment insurance at the end of 1951 reached a record high of \$7,800,000,000, according to a report in the *New York Times*. This amount, it is estimated, is sufficient to meet average post-war benefit payments for five and a half years.

With the exception of Rhode Island, every state in the union and the District of Columbia showed a net gain in reserves in 1951.

Adequacy of reserves varied widely among states. At one end, Iowa, Colorado and New Mexico were in a position to meet payments for more than 20 years without having to collect any further contributions or earn more interest. At the other end, reserves in Rhode Island were equal to only 1.2 years of post-war costs; in Massachusetts, to 1.7 years.

Between these extremes, reserves in 19 states were sufficient to finance payments for at least 10 years; and in another 22 states, for five years.

New York state had the largest reserves—\$1,100,000,000—but only enough for payments for 3.9 years. With its heavy concentration of manufacturing employment, New York is one of the states which have had the worst unemployment insurance experience (L.G., May, 1952, p. 548). Reconversion, together with a business recession, caused large-scale unemployment. It was one of 19 states in which post-war benefit payments exceeded contributions.

Expenditures exceeded income by at least 50 per cent in four states but, at the other extreme, in seven states contributions were more than double the expenditures.

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## **Extracts from Hansard of Interest to Labour**

### **Old Age Pensions Act**

**June 24**

**Mr. George A. Drew** (Leader of the Opposition): I wish to direct a question to the Minister of National Health and Welfare. In view of the fact that the Old Age Security Act came into effect on January 1 of this year, is it the intention of the Government to continue in force the earlier Old Age Pensions Act under which the provincial Governments are now called upon to collect claims against many thousands of pensioners' estates, some of which would, of course, have arisen just a day or so before the new Act came into effect?

**Hon. Paul Martin** (Minister of National Health and Welfare): . . . the Old Age Pensions Act was a co-operative measure in which the provinces as well as the Dominion Government paid contributions, the Dominion Government to a substantial extent.

The Government has written to all of the provinces asking whether, from their point of view, there is any objection to the repeal of the Old Age Pensions Act. To date only one province has replied to signify that it has no objection. Two provinces, Ontario and New Brunswick, have, however, written to say that they see some difficulties. They have raised certain issues. Those issues are now being

discussed. As soon as the clearance has been obtained from the provinces, it is the Government's intention to repeal the Act.

### **Unemployment Insurance Books**

**June 27**

**Mr. Paul E. Côté** (Parliamentary Assistant to the Minister of Labour): Mr. Speaker, yesterday the hon. member for Victoria, Ontario (Mr. Hodgson) asked the Minister of Labour (Mr. Gregg) whether it is compulsory for students to have unemployment insurance books, and if not, what is the procedure?

The answer is that a full-time enrolled student of a day school, college or university is not insurable while he is employed (a) in temporary employment during the period from December 13 to December 31, both dates inclusive, in any year; (b) part-time employment not exceeding 24 hours a week in the aggregate.

A student, therefore, who works after school hours or on Saturdays, so that the total number of hours worked does not exceed 24 in a week, as a general rule is not insurable. Such student is insurable if he takes full-time employment—for example during summer vacation. However, if his only employment then is in a seasonal industry, for example a summer hotel, he may apply for a voluntary exemption.



# VACATIONS WITH PAY

## in Canadian Manufacturing, 1951

Trend towards longer annual paid vacations is continuing and service requirements for them are gradually decreasing, survey shows. Annual vacation of at least one week now almost universal practice in Canada

Continuation of the trend towards longer annual paid vacations in manufacturing is revealed in the most recent survey of wages and working conditions, conducted by the Department of Labour in October, 1951. The survey also shows that service requirements for these longer vacations are being gradually reduced. In the survey, manufacturing establishments employing three-quarters of a million plant workers and about 158,000 "white collar" workers were asked to indicate their vacation policy.

Results indicate that, in manufacturing in Canada, an annual vacation of at least one week has now become an almost universal practice.<sup>1</sup>

Most plant workers become eligible for one week after their first year of service. Their vacations are scaled upwards as their service increases. The large majority of office employees, on the other hand, is entitled to two weeks as a first vacation, usually after completing a year's service.

By October, 1951, almost 90 per cent of the plant workers and more than 98 per cent of the office employees in Canadian manufacturing were working in establishments where they could become eligible for an annual paid vacation of two weeks provided they had fulfilled the necessary service requirements. For plant employees, this minimum employment requirement as of October, 1951, was most commonly five years, although an increasingly high proportion were working in establishments which granted a two-week paid vacation after shorter periods of service.

<sup>1</sup>More than 99 per cent of the plant and office employees covered in the survey were eligible for at least one week. The remainder were in establishments which either gave no information concerning vacation policy or reported that they did not have one; and it would appear that, even in these establishments, paid vacations were probably granted in some cases on an informal basis.

Close to half the plant workers were in establishments providing a three-week paid vacation. To become eligible for a vacation of this length, however, the worker must usually have been employed for at least 15 years; in a substantial number of cases, for 20 or 25 years. About 55 per cent of the office workers covered in the survey could become eligible for a three-week vacation after fulfilling similar minimum service requirements.

Except in the Atlantic provinces, paid vacations are required by legislation, but most establishments have more liberal vacation policies than are required by law.

In the vast majority of cases, vacation policy is expressed in terms of "how much time is allowed off with pay". It is common, nevertheless, particularly in industries which are seasonal or where labour turnover is high, for employers to indicate their policies as a percentage of annual earnings. Where this is done, two per cent of annual earnings is considered the equivalent of one week with pay.

A considerable proportion of establishments—48 per cent, employing about 56 per cent of the workers—reported a policy of closing down to enable all employees to take vacations at one time. In most cases, the practice indicated was a two-week shut-down during the summer months.

### Provincial Legislation<sup>2</sup>

The provinces of Alberta, British Columbia, Manitoba, Ontario, Quebec and Saskatchewan have legislation covering the provision of vacations with pay of at least one week. A summary of these legal provisions is given overleaf.

<sup>2</sup>This information has been summarized from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.



Province	Length	Vacations	Pay
Quebec .....	1 week		Regular weekly pay, if on time basis; otherwise 2 per cent of annual earnings
Ontario .....	1 week		2 per cent of annual earnings
Manitoba .....	1 week; 2 weeks after 3 years' service		Regular pay
Saskatchewan .....	2 weeks		$\frac{1}{26}$ of annual earnings
Alberta .....	1 week; 2 weeks after 2 years' service		Regular pay
British Columbia.....	1 week		2 per cent of annual earnings

A worker who has worked less than a year is entitled, in Quebec, to a half-day for each calendar month of employment. In Saskatchewan, such a worker may, by agreement with his employer, be given one day for each month. If he terminates his employment during a working year, he is entitled to holiday pay in all provinces except Manitoba for the time he has been employed. In Ontario, a worker must have been employed for upwards of three months, and in Saskatchewan and Alberta for at least 30 days, before becoming eligible for holiday pay.

## PLANT EMPLOYEES

Although the survey shows that, as of October, 1951, the predominant initial vacation for plant employees in manufacturing continues to be one week, there appears to be a gradual trend in the direction of granting two weeks after a year or less of service. As shown in the table below, the proportion of workers employed in plants following this trend increased from 8 per cent in 1947 to 14 per cent in 1951.

Another noticeable development has been the steady increase during the last several years in the proportion of plant workers who may become eligible for a vacation of two or three weeks after longer service. The proportion to whom two weeks were available increased from 69 per cent in 1947 to 89 per cent in 1951. For three weeks, the increase was from 19 to 46 per cent.

Service requirements for these longer vacations have been steadily lowered. In 1947, workers in less than a quarter of the plants where two weeks were granted could become eligible for the second week in less than five years; in 1951, the proportion was close to one-half. A similar trend has occurred in the service requirement for a three weeks' vacation. In 1951, the most common service requirement for three weeks was 15 years; in earlier years, more of the employees in plants providing three weeks had to wait 25 years for such a vacation. The details of these changes, including data for 1947, 1949, 1950 and 1951, are as follows:—

### Service Requirements for Two- and Three-Week Vacations

Two Weeks' Vacation with Pay	Percentage of all Plant Employees Covered in Survey			
	1947	1949	1950	1951
1 year or less.....	8.4	10.3	12.8	14.2
2 years .....	4.3	6.7	8.4	9.3
3 years .....	4.0	6.5	11.6	16.2
4 years .....	.2	.7	1.2	1.3
5 years .....	48.4	55.3	49.9	46.3
More than 5 years.....	3.8	2.2	2.3	1.6
Other .....	—	.1	.1	.3
Total .....	69.1	81.8	86.3	89.2

# Service Requirements for Two- and Three-Week Vacations—Concluded

Three Weeks' Vacation with Pay	Percentage of all Plant Employees Covered in Survey			
	1947	1949	1950	1951
Less than 15 years.....	1.1	.5	.8	1.1
15 years .....	1.0	4.1	15.4	19.5
20 years .....	3.6	11.6	8.9	12.1
25 years .....	11.7	12.8	15.6	12.4
Other .....	1.8	1.7	.7	.4
Total .....	19.2	30.7	41.4	45.5

Provision for a four-week paid vacation continued to be uncommon. In 1951, just over one per cent of the establishments employing about 2½ per cent of the plant employees indicated a practice of four weeks' vacation after an extended period of service (most commonly 25 years).

## By Industry

Within the industrial divisions of manufacturing, considerable variations in the vacation practices of firms may be observed by an examination of Table 1B.

Among the industries in which the survey revealed comparatively liberal vacation policies was the "products of petroleum and coal" group. Sixty per cent of the workers within this group were eligible for a two weeks' vacation after only one year of employment (most of the remainder after two years) and two-thirds could receive three weeks after 15 years.

Rubber, paper, chemical products, and electrical apparatus and supplies were other industries in which vacation practices were comparatively liberal. Tobacco was the only industry in which provision for a four

**TABLE 1A.—ANNUAL VACATIONS WITH PAY: PLANT EMPLOYEES**

*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Establishments		Employees	
	Number	Per Cent	Number	Per Cent
<b>Total Coverage<sup>(1)</sup></b> .....	6,430	100.0	772,056	100.0
<b>One Week Vacation with Pay—</b>				
After: Less than 1 year.....	714	11.1	73,119	9.5
1 year.....	4,547	70.7	616,563	79.8
Other periods.....	8	.1	533	.1
Service not specified.....	300	4.7	18,647	2.4
Total.....	5,569	86.6	708,862	91.8
<b>Two Weeks Vacation with Pay—</b>				
After: Less than 1 year.....	119	1.9	14,457	1.9
1 year.....	1,163	18.1	94,968	12.3
2 years.....	742	11.5	71,883	9.3
3 years.....	655	10.2	125,118	16.2
4 years.....	63	1.0	9,930	1.3
5 years.....	1,678	26.1	357,062	46.3
More than 5 years.....	158	2.4	12,639	1.6
Service not specified.....	68	1.1	2,672	.3
Total.....	4,646	72.3	688,729	89.2
<b>Three Weeks Vacation with Pay—</b>				
After: Less than 15 years.....	96	1.5	8,578	1.1
15 years.....	450	7.0	150,362	19.5
20 years.....	248	3.9	93,688	12.1
25 years.....	368	5.7	95,789	12.4
Other periods.....	22	.3	2,715	.4
Total.....	1,184	18.4	351,132	45.5
<b>Four Weeks Vacation with Pay—</b>				
After: 25 years.....	45	.7	15,678	2.0
Other periods.....	26	.4	2,435	.3
Total.....	71	1.1	18,113	2.3
<b>Other Vacation Periods</b> .....	73	1.1	8,242	1.1

(<sup>1</sup>) Not included are 183 establishments employing 7,017 workers either showing no information or indicating no vacation policy.

TABLE III.—ANNUAL VACATIONS WITH PAY: PLANT EMPLOYEES: BY INDUSTRY

Manufacturing Industries of Canada, October, 1951

Length of Vacation and Service Requirements	Food and Beverages		Tobacco Products		Rubber Products		Leather Products		Textile Products (except Clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing Publishing and Allied Industries	
	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees
<b>One Week Vacation with Pay</b>																		
After: Less than 1 year.....	10-2	12-7	3-3	1-3	9-7	6-8	14-5	22-3	15-1	8-9	16-3	13-6	6-5	7-4	6-6	2-3	13-0	16-6
1 year.....	65-9	73-9	83-3	97-6	87-1	93-1	56-5	40-7	73-1	79-9	65-6	71-6	83-1	84-4	86-6	95-1	50-8	49-5
Other periods.....	3-1	1-5	6-7	5	3-2	1	3-2	1-2	4-6	1-8	7-5	7-5	4-6	4-6	2-5	1-6	5-1	3-0
Service not specified.....																		
<b>Total.....</b>	<b>79-3</b>	<b>88-2</b>	<b>93-3</b>	<b>99-4</b>	<b>100-0</b>	<b>100-0</b>	<b>74-2</b>	<b>64-2</b>	<b>92-8</b>	<b>90-6</b>	<b>89-4</b>	<b>92-7</b>	<b>94-7</b>	<b>96-6</b>	<b>96-1</b>	<b>99-1</b>	<b>68-9</b>	<b>69-1</b>
<b>Two Weeks Vacation with Pay</b>																		
After: Less than 1 year.....	1-4	8	10-0	1-9	6-5	3	14-1	18-3	3-2	8-4	1-6	2-1	6-3	4-6	1-1	1-4	1-3	7
1 year.....	30-0	22-9	43-4	81-5	3	3	17-3	30-4	10-4	10-2	15-5	10-6	4-5	2-9	7-0	1-9	39-1	43-5
2 years.....	16-6	12-1	3-3	6-5	3-2	1	5-3	3-9	7-0	2-5	16-8	25-8	4-5	4-2	4-2	3-4	22-1	24-5
3 years.....	10-6	15-5	3-3	3-2	3-2	1	7-7	7-4	7-5	4-8	7-2	6-1	6-1	3-8	17-2	19-0	10-4	11-5
4 years.....	1-4	3-9	1-1	1-1	1-1	1	1-1	1-5	1-2	8	5	7	4	5	7	3	2	3
5 years.....	20-4	32-8	3-3	1-0	77-4	98-0	17-7	17-4	40-5	65-4	13-6	25-0	28-9	51-0	55-4	72-0	8-0	7-2
More than 5 years.....	1-5	1-2	1-1	1-1	1-1	1	2-8	4-5	1-2	5	1-1	3-0	3-3	4-5	2-1	5	2-4	2-0
Service not specified.....	7	6	1-1	1-1	1-1	1	1-1	1-4	4-6	1-1	1-9	1-5	6	3	2-1	2-4	3-5	2-0
<b>Total.....</b>	<b>82-6</b>	<b>89-8</b>	<b>60-0</b>	<b>90-9</b>	<b>90-3</b>	<b>99-1</b>	<b>67-1</b>	<b>83-8</b>	<b>71-6</b>	<b>92-7</b>	<b>58-2</b>	<b>74-8</b>	<b>50-1</b>	<b>67-6</b>	<b>87-7</b>	<b>97-5</b>	<b>87-0</b>	<b>91-7</b>
<b>Three Weeks Vacation with Pay</b>																		
After: Less than 15 years.....	2-4	1-6	1-1	1-1	35-5	62-9	1-1	2-3	3	1	5	4	3	3	7	1	2-2	2-5
15 years.....	10-0	21-4	40-0	85-2	35-5	62-9	3	3	2-6	2-3	1-6	2-8	1-0	2-0	42-1	77-0	1-3	2-2
20 years.....	5-2	9-9	40-0	85-2	19-3	16-9	7	5	2-9	4-7	1-4	2-7	1-4	2-1	2-8	2-1	2-6	2-5
25 years.....	6-6	9-7	1-1	1-1	1-1	1	1-1	3-0	13-0	36-1	1-6	3-7	1-9	1-6	6-7	4-2	6-0	13-5
Other periods.....	6-1	1	1-1	1-1	1-1	1	1-3	4	6	3	1-0	2-0	2	1	1-1	1-1	7	1-6
<b>Total.....</b>	<b>24-3</b>	<b>42-7</b>	<b>40-0</b>	<b>85-2</b>	<b>54-8</b>	<b>79-8</b>	<b>3-5</b>	<b>6-5</b>	<b>19-4</b>	<b>43-5</b>	<b>6-1</b>	<b>11-6</b>	<b>3-8</b>	<b>6-1</b>	<b>52-3</b>	<b>83-4</b>	<b>12-8</b>	<b>28-3</b>
<b>Four Weeks Vacation with Pay</b>																		
After: 25 years.....	1	3	30-0	57-6	1-1	1	3	3	3	1	5	5	3	2	4	2	2	9
Other Periods.....	3	1	1-1	1-1	1-1	1	3	3	3	1	6	1-0	3	2	7	8	5	1-2
<b>Total.....</b>	<b>4</b>	<b>4</b>	<b>30-0</b>	<b>57-6</b>	1-1	1	<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1-1</b>	<b>1-5</b>	<b>3</b>	<b>2</b>	<b>1-1</b>	<b>1-0</b>	<b>7</b>	<b>2-1</b>
<b>Other Vacation Periods.....</b>	<b>9</b>	<b>4</b>	<b>3-3</b>	<b>2-9</b>			<b>3-5</b>	<b>2-0</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>1-0</b>	<b>1-7</b>	<b>1-7</b>	<b>1-1</b>	<b>5</b>	<b>1-3</b>	<b>2-8</b>
<b>Total Establishments and Employees.....</b>	<b>960</b>	<b>93,632</b>	<b>30</b>	<b>7,527</b>	<b>31</b>	<b>15,772</b>	<b>283</b>	<b>18,882</b>	<b>345</b>	<b>39,641</b>	<b>857</b>	<b>60,169</b>	<b>693</b>	<b>56,872</b>	<b>285</b>	<b>63,224</b>	<b>453</b>	<b>26,878</b>



**TABLE 1B.—ANNUAL VACATIONS WITH PAY: PLANT EMPLOYEES: BY INDUSTRY—Concluded**  
*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products		Electrical Apparatus and Supplies		Non-Metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing Industries	
	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees	Estab-lish-ments	Em-ployees
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>One Week Vacation with Pay</b>																
After: Less than 1 year.....	6.2	4.9	8.1	6.1	10.7	4.6	10.3	19.2	6.2	6.0	.....	.....	28.8	28.1	10.2	9.2
1 year.....	83.6	90.3	69.0	84.4	78.0	92.6	84.3	76.6	77.6	85.9	46.9	34.6	55.3	62.0	69.5	66.4
Other periods.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service not specified.....	4.4	1.8	4.8	1.2	5.1	1.6	2.4	1.9	6.2	5.2	4.7	1.5	2.5	.....	3.6	6.7
<b>Total.....</b>	<b>94.2</b>	<b>97.0</b>	<b>82.2</b>	<b>92.0</b>	<b>93.8</b>	<b>98.8</b>	<b>97.0</b>	<b>97.7</b>	<b>90.0</b>	<b>97.1</b>	<b>51.6</b>	<b>36.1</b>	<b>86.9</b>	<b>91.2</b>	<b>88.3</b>	<b>82.3</b>
<b>Two Weeks Vacation with Pay</b>																
After: Less than 1 year.....	1.1	.....	1.0	1.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1 year.....	8.4	4.9	20.8	13.2	8.4	1.9	4.2	2.5	1.4	.....	.....	.....	.....	.....	.....	.....
2 years.....	6.8	4.5	12.5	3.9	9.6	.....	6.7	4.2	9.5	2.8	50.0	60.7	36.3	31.5	17.8	4.5
3 years.....	12.6	33.5	9.2	7.7	10.2	21.2	20.0	34.1	10.0	12.2	20.3	22.7	13.4	19.7	6.1	2.8
4 years.....	1.5	1.0	.....	.....	2.3	1.9	3.6	3.5	11.9	18.2	14.0	7.3	15.3	25.2	8.6	11.8
5 years.....	39.3	46.2	23.1	63.2	37.3	53.7	45.5	51.9	1.0	1.1	1.6	4.1	.....	.....	.....	.....
More than 5 years.....	4.6	1.7	2.4	1.0	2.8	1.1	3.6	1.4	27.6	45.1	7.8	3.5	19.1	18.3	25.9	32.3
Service not specified.....	.....	.....	.....	.....	.....	.....	.....	.....	1.9	1.0	.....	.....	.....	.....	.....	.....
<b>Total.....</b>	<b>74.5</b>	<b>92.7</b>	<b>70.7</b>	<b>90.9</b>	<b>72.9</b>	<b>92.2</b>	<b>84.8</b>	<b>97.8</b>	<b>65.2</b>	<b>81.1</b>	<b>95.3</b>	<b>98.7</b>	<b>90.6</b>	<b>98.1</b>	<b>67.0</b>	<b>80.9</b>
<b>Three Weeks Vacation with Pay</b>																
After: Less than 15 years.....	1.7	1.0	.....	.....	2.3	1.5	2.4	2.3	1.9	1.4	.....	.....	.....	.....	.....	.....
15 years.....	5.7	21.4	2.9	16.1	2.8	2.1	12.1	14.6	8.1	21.2	37.5	66.8	3.4	4.2	2.5	5.0
20 years.....	6.4	21.9	1.5	15.2	5.1	.....	18.2	63.2	2.8	3.9	7.8	10.4	15.6	18.8	4.6	11.6
25 years.....	7.5	17.4	3.6	10.4	9.6	28.6	4.9	1.9	4.3	7.7	15.7	8.1	19.4	3.8	2.5	8.9
Other periods.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total.....</b>	<b>21.3</b>	<b>61.7</b>	<b>9.1</b>	<b>28.3</b>	<b>20.3</b>	<b>47.5</b>	<b>38.8</b>	<b>83.2</b>	<b>17.1</b>	<b>34.2</b>	<b>68.8</b>	<b>89.0</b>	<b>42.8</b>	<b>64.0</b>	<b>12.7</b>	<b>28.2</b>
<b>Four Weeks Vacation with Pay</b>																
After: 25 years.....	1.7	4.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other periods.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total.....</b>	<b>1.8</b>	<b>4.5</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Other Vacation Periods.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>	<b>.....</b>
<b>Total Establishments and Employees.....</b>	<b>776</b>	<b>127,817</b>	<b>584</b>	<b>91,799</b>	<b>177</b>	<b>34,397</b>	<b>165</b>	<b>40,685</b>	<b>210</b>	<b>18,370</b>	<b>64</b>	<b>10,039</b>	<b>330</b>	<b>30,298</b>	<b>197</b>	<b>12,484</b>

weeks' vacation was common; well over half the workers in this industry were eligible for four weeks with pay after 25 years' service.

Within each industrial group, it would appear that the larger firms tend to have more liberal vacation practices than the smaller firms. Thus, while almost 90 per cent of the workers could become eligible for two-week vacations, only 75 per cent of the establishments provided for vacations of this length. The remaining 25 per cent of the establishments surveyed, which were of so small an average size as to employ only 10 per cent of the workers, did not provide more than one week's vacation.

A similar but even more pronounced tendency is noted in regard to three-week vacations. Less than 20 per cent of the establishments provided for a third week's vacation; but they employed as many as 45 per cent of the workers. It would thus appear that provision for a three-week vacation is far more common among large establishments than among small.

Service requirements for a two weeks' vacation varied between the industrial divisions of manufacturing. In four groups—leather, printing and publishing, products of petroleum and coal, and chemicals—one year or less was the predominant service requirement. In the manufacturing of tobacco products and in the clothing industry, two years' service was the most frequent requirement; and, in all the remaining groups, five years' service before becoming eligible for two weeks was most commonly required.

Except in a small number of cases, 15 years' service was the minimum required to establish eligibility for vacations of three weeks. A requirement of 15 years' service was predominant in the industries manufacturing products of rubber, paper, petroleum and coal. In most other industries where provision for three weeks was common, the more frequent service requirement was 20 or 25 years.

### By Province

A few important variations may be noted in the vacation policies common in the different provinces. Saskatchewan is the one exception to the customary provision of one week's vacation with pay

after one year's service; in this province two weeks after a year's service are required by law. In Ontario, where over half the total plant employees covered in the survey are located, there was a substantial increase in 1951 over 1950 in the proportion of those to whom three weeks were available after 15 years' service—from 14 to 23 per cent. In Quebec, the next largest employer of manufacturing workers, this trend also appeared but was not as marked; in this province, 25 years was still the predominant waiting period for a three weeks' vacation. In Nova Scotia also, a 25-year wait was necessary for the vast majority of those who could become eligible for a vacation of three weeks. In all other provinces, the majority of those to whom three weeks were available came under the 15-year stipulation. The extent of vacations in excess of three weeks was negligible, although about three per cent of employees in Quebec could be eligible for four weeks after 25 years.

### By City

Information on vacations in manufacturing in five major Canadian cities chosen for their geographic representativeness is shown in Table 1D. The more noticeable differences between the practices in effect in these cities were in regard to three-week vacations. It was only in the larger and more industrialized cities of Montreal and Toronto that these longer vacations were common. In Halifax, Winnipeg and Vancouver, less than 20 per cent of the employees, and an even smaller proportion of the establishments, could become eligible for three weeks.

### Plant Shut-Down

The proportion of employees affected by plant shut-down for vacation purposes was, in 1951, not significantly different from 1950. However, industry and area breakdowns of the data for the two years show that the proportions of employees in plants closing shop for one week had consistently grown smaller by 1951 while those in plants having a two-week shut-down almost invariably constituted a larger proportion than in 1950. Details of the extent of this practice in 1951 are shown in the table at the top of the following page.

## Plant Shut-downs for Vacation Purposes

Percentage of Employees According  
to Length of Shut-down

Industry and Area	1 Week	2 Weeks	Other	Total
	%	%	%	%
Canada .....	13	41	2	56

### Industry:

Food and Beverages.....	4	14	1	19
Tobacco and Tobacco Products.....	1	91	—	92
Rubber Products .....	22	58	—	80
Leather Products .....	15	72	5	92
Textile Products (except Clothing).....	13	70	1	84
Clothing (Textile and Fur).....	21	63	3	87
Wood Products .....	28	32	3	63
Paper Products .....	8	6	—	14
Printing, Publishing and Allied Industries..	12	19	1	32
Iron and Steel.....	16	43	3	62
Transportation Equipment .....	8	60	3	71
Non-ferrous Metal Products.....	14	17	1	32
Electrical Apparatus and Supplies.....	7	89	—	96
Non-metallic Mineral Products.....	21	11	4	36
Products of Petroleum and Coal.....	—	1	—	1
Chemical Products .....	8	26	—	34
Miscellaneous Manufacturing Industries....	19	53	8	80

### Provinces:

Newfoundland .....	3	8	2	13
Prince Edward Island.....	—	5	—	5
Nova Scotia .....	4	24	1	29
New Brunswick .....	9	18	3	30
Quebec .....	14	46	3	63
Ontario .....	14	46	1	61
Manitoba .....	11	21	3	35
Saskatchewan .....	1	4	1	6
Alberta .....	2	14	5	21
British Columbia .....	12	22	1	35

### City:

Halifax .....	1	21	5	27
Montreal .....	13	57	1	71
Toronto .....	15	46	2	63
Winnipeg .....	11	23	3	37
Vancouver .....	16	27	2	45

Almost all plant workers now receive at least one week's annual vacation with pay, and many may become eligible for two or three weeks as their service increases. ....

OVER 99%



ELIGIBLE FOR AT LEAST  
ONE WEEK AFTER YEARS'  
SERVICE OR LESS

89%



ELIGIBLE FOR TWO WEEKS,  
USUALLY AFTER FIVE YEARS'  
SERVICE OR LESS

46%



ELIGIBLE FOR THREE WEEKS  
USUALLY AFTER 15, 20, OR  
25 YEARS SERVICE



**TABLE 1C.—ANNUAL VACATIONS WITH PAY: PLANT EMPLOYEES: BY PROVINCE**  
*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec	
	Establish- ments	Em- ployees	Establish- ments	Em- ployees	Establish- ments	Em- ployees	Establish- ments	Em- ployees	Establish- ments	Em- ployees
	%	%	%	%	%	%	%	%	%	%
<b>One Week Vacation with Pay</b>										
After: Less than 1 year.....	14.3	7.6	10.0	9.9	12.6	8.5	9.3	5.3	11.1	11.4
1 year.....	32.7	71.2	60.0	63.4	53.4	67.5	58.9	70.0	73.9	80.4
Other periods.....					3.8	2.4	1.9	1.7		
Service not specified.....	2.0	.9			4.4	.6	8.4	1.7	5.2	2.4
<b>Total.....</b>	<b>49.0</b>	<b>79.7</b>	<b>70.0</b>	<b>73.3</b>	<b>74.2</b>	<b>79.0</b>	<b>78.5</b>	<b>77.7</b>	<b>90.2</b>	<b>94.2</b>
<b>Two Weeks Vacation with Pay</b>										
After: Less than 1 year.....										
1 year.....	4.1	2.5			1.3	7.5	4.7	15.3	3.3	2.2
2 years.....	44.9	14.9	30.0	30.5	32.7	16.8	19.6	10.0	11.7	9.0
3 years.....	18.3	43.6			5.6	5.9	3.7	3.0	8.3	8.1
4 years.....	8.2	2.6			8.2	37.0	2.8	1.3	7.0	13.6
5 years.....							.9	2.1	.6	1.1
More than five years.....	4.1	26.2	40.0	53.7	14.5	18.4	15.9	39.5	28.4	48.5
Service not specified.....	10.2	2.5	10.0	6.2	.6	.1	1.9	1.3	2.4	1.7
<b>Total.....</b>	<b>89.8</b>	<b>92.3</b>	<b>80.0</b>	<b>90.4</b>	<b>64.8</b>	<b>85.9</b>	<b>51.4</b>	<b>72.7</b>	<b>62.5</b>	<b>84.5</b>
<b>Three Weeks Vacation with Pay</b>										
After: Less than 15 years.....										
15 years.....					.6	.1	.9	.3	.8	.3
20 years.....	8.2	54.2	40.0	53.8	2.5	6.4	6.5	22.5	6.5	14.8
25 years.....					1.3	.9			3.4	10.4
Other Periods.....					3.1	29.3	2.8	2.7	6.8	18.5
<b>Total.....</b>	<b>8.2</b>	<b>54.2</b>	<b>40.0</b>	<b>53.8</b>	<b>7.5</b>	<b>36.7</b>	<b>10.2</b>	<b>25.5</b>	<b>17.8</b>	<b>44.3</b>
<b>Four Weeks Vacation with Pay</b>										
After: 25 years.....										
Other Periods.....			10.0	4.5			.9	.3	.8	2.9
<b>Total.....</b>			<b>10.0</b>	<b>4.5</b>			<b>.9</b>	<b>.3</b>	<b>1.1</b>	<b>3.0</b>
<b>Other Vacation Periods.....</b>	<b>10.2</b>	<b>7.0</b>					<b>1.9</b>	<b>.3</b>	<b>1.2</b>	<b>.8</b>
<b>Total Establishments and Employees.....</b>	<b>49</b>	<b>5,644</b>	<b>10</b>	<b>292</b>	<b>159</b>	<b>18,637</b>	<b>107</b>	<b>12,700</b>	<b>1,669</b>	<b>241,946</b>

**TABLE 1C.—ANNUAL VACATIONS WITH PAY: PLANT EMPLOYEES: BY PROVINCE—Concluded**  
*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Establish-ments	Em- ployees	Establish-ments	Em- ployees	Establish-ments	Em- ployees	Establish-ments	Em- ployees	Establish-ments	Em- ployees
	%	%	%	%	%	%	%	%	%	%
<b>One Week Vacation with Pay</b>										
After: Less than 1 year.....	12.9	9.3	9.9	10.7	10.3	11.5	3.9	2.8	5.6	5.1
1 year.....	73.8	82.3	70.3	72.4	3.5	1.3	73.0	82.8	71.7	77.4
Other periods.....										
Service not specified.....	4.8	2.4	3.0	2.7			5.0	3.4	4.4	3.5
<b>Total.....</b>	<b>91.5</b>	<b>94.0</b>	<b>83.2</b>	<b>85.8</b>	<b>13.8</b>	<b>12.8</b>	<b>81.9</b>	<b>89.0</b>	<b>81.7</b>	<b>86.0</b>
<b>Two Weeks Vacation with Pay</b>										
After: Less than 1 year.....	1.4	1.2			.7	.7				
1 year.....	14.1	11.0	26.0	24.5	91.7	94.8	25.1	16.6	2.1	1.2
2 years.....	8.9	6.8	20.7	19.5		.6	67.2	72.3	24.0	20.4
3 years.....	9.6	16.9	45.2	45.1	.7	.1	1.9	.1	10.2	13.4
4 years.....	1.4	1.5	.3	.4					10.6	15.5
5 years.....	32.5	52.2	2.1	5.7	.7	.5	1.2	8.8	1.1	1.4
More than five years.....	3.2	1.9					.4	.1	24.0	36.7
Service not specified.....	.8	.3	.6	.1	3.4	3.2	1.9	.6	2.5	1.3
<b>Total.....</b>	<b>71.9</b>	<b>91.8</b>	<b>94.9</b>	<b>95.3</b>	<b>97.9</b>	<b>99.9</b>	<b>97.7</b>	<b>98.5</b>	<b>75.6</b>	<b>90.6</b>
<b>Three Weeks Vacation with Pay</b>										
After: Less than 15 years.....	1.6	1.4	2.1	1.5	5.5	4.3	1.5	2.2	1.9	2.0
15 years.....	8.0	23.6	4.5	11.6	6.9	22.8	4.6	21.8	6.2	13.2
20 years.....	5.3	15.8	1.8	1.7	3.4	9.4	3.1	6.8	1.0	7.7
25 years.....	6.9	10.9	4.2	4.7	2.8	5.5	3.9	6.0	1.1	.7
Other Periods.....	.5	.5	.6	.9	.7	.9				
<b>Total.....</b>	<b>22.3</b>	<b>52.2</b>	<b>13.2</b>	<b>20.4</b>	<b>19.3</b>	<b>42.9</b>	<b>13.1</b>	<b>36.8</b>	<b>10.2</b>	<b>23.6</b>
<b>Four Weeks Vacation with Pay</b>										
After: 25 years.....	.8	2.1							.6	1.0
Other Periods.....	.7	.5							.2	.1
<b>Total.....</b>	<b>1.5</b>	<b>2.6</b>							<b>.8</b>	<b>1.1</b>
<b>Other Vacation Periods.....</b>	<b>1.2</b>	<b>1.1</b>	<b>.3</b>	<b>.2</b>					<b>1.4</b>	<b>2.7</b>
<b>Total Establishments and Employees.....</b>	<b>3,067</b>	<b>392,657</b>	<b>334</b>	<b>21,366</b>	<b>145</b>	<b>5,263</b>	<b>259</b>	<b>13,087</b>	<b>630</b>	<b>60,403</b>

**TABLE 1D.—ANNUAL VACATIONS WITH PAY: PLANT EMPLOYEES: 5 MAJOR CITIES**  
*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Establish-ments	Em-employees	Establish-ments	Em-employees	Establish-ments	Em-employees	Establish-ments	Em-employees	Establish-ments	Em-employees
	%	%	%	%	%	%	%	%	%	%
<b>One Week Vacation with Pay</b>										
After: Less than 1 year.....	10.2	3.4	14.5	16.8	16.5	11.9	9.6	10.7	5.4	4.5
1 year.....	57.6	64.3	72.0	74.6	67.7	77.4	70.6	71.9	71.0	74.6
Other periods.....	3.4	1.6	4.0	2.0	3.8	1.8	3.3	3.0	5.1	5.2
Service not specified.....	10.2	1.9								
<b>Total.....</b>	<b>81.4</b>	<b>71.2</b>	<b>90.5</b>	<b>93.4</b>	<b>88.0</b>	<b>91.1</b>	<b>83.5</b>	<b>85.6</b>	<b>81.5</b>	<b>84.3</b>
<b>Two Weeks Vacation with Pay</b>										
After: Less than 1 year.....										
1 year.....	28.8	32.5	3.1	2.6	2.4	1.2			1.6	.9
2 years.....	6.8	1.8	14.0	9.9	20.1	16.0	25.4	24.5	23.6	21.2
3 years.....	6.8	27.1	10.8	11.6	13.1	12.2	20.5	17.5	10.5	18.2
4 years.....			8.3	17.6	10.0	18.0	46.5	47.6	10.5	10.2
5 years.....	11.8	24.9	6.0	1.8	7.7	3.0	3.3	4.4	1.4	1.9
More than 5 years.....	1.7	.5	23.8	41.4	25.4	41.8	1.7	4.8	25.7	46.2
Service not specified.....	1.7	.4	1.3	.7	2.6	1.6	.7	.1	2.6	1.3
<b>Total.....</b>	<b>57.6</b>	<b>87.2</b>	<b>62.9</b>	<b>85.9</b>	<b>75.4</b>	<b>91.5</b>	<b>95.1</b>	<b>94.9</b>	<b>77.3</b>	<b>91.1</b>
<b>Three Weeks Vacation with Pay</b>										
After: Less than 15 years.....	1.7	.1	1.2	.5	2.0	2.6	2.3	1.6	2.6	3.0
15 years.....	5.1	12.6	4.6	7.3	8.1	22.3	3.3	10.8	6.3	10.6
20 years.....	1.7	1.2	4.4	17.1	4.6	15.1	1.7	4.1	.7	.9
25 years.....	1.7	.1	8.1	21.4	7.3	12.7	4.2	5.1	1.4	.7
Other periods.....			.5	.6	1.1	1.4	.7	1.0		
<b>Total.....</b>	<b>10.2</b>	<b>14.0</b>	<b>18.8</b>	<b>46.9</b>	<b>23.1</b>	<b>51.1</b>	<b>12.2</b>	<b>19.9</b>	<b>11.0</b>	<b>15.2</b>
<b>Four Weeks Vacation with Pay</b>										
After: 25 years.....			.8	4.0	1.1	2.3			.7	1.1
Other periods.....			.3	.1	1.2	1.3			.2	.1
<b>Total.....</b>			<b>1.1</b>	<b>4.1</b>	<b>2.3</b>	<b>3.6</b>			<b>.9</b>	<b>1.2</b>
<b>Other Vacation Periods</b>										
			<b>1.0</b>	<b>1.0</b>	<b>1.2</b>	<b>.9</b>	<b>.3</b>	<b>.2</b>	<b>1.2</b>	<b>.2</b>
<b>Total Establishments and Employees.....</b>	<b>59</b>	<b>5,558</b>	<b>998</b>	<b>120,923</b>	<b>1,135</b>	<b>108,482</b>	<b>303</b>	<b>19,198</b>	<b>428</b>	<b>36,512</b>



## OFFICE EMPLOYEES

One of the principal differences in overall vacation policy as it applies to office and plant workers is the larger proportion of the former who receive a first vacation of two weeks. Almost 90 per cent of the office workers employed in Canadian manufacturing plants as of October, 1951, were eligible for two weeks' vacation after a year or less of service. As regards three-week vacations, on the other hand, the advantage held by "white collar" workers over plant employees was not so great. Three weeks were available in office units comprising about 55 per cent of the total number of office workers; for this length of vacation the predominant service requirements were much the same as for plant workers, i.e., 15, 20 or 25 years. Only in the larger establishments were three-week vacations common for office employees; 80 per cent of the establishments gave nothing longer than two weeks

but they employed only 45 per cent of the office workers covered in the survey.

Although the proportions of office employees in plants providing two and three weeks has not changed to any extent over 1950, the service requirements for these vacations have been reduced. The proportion of those who could get a fortnight after one year rose from 74 per cent in 1950 to 80 per cent in 1951. (An additional eight per cent could get two weeks after even shorter service.) The proportion of those receiving three weeks after 15 years rose from 17 to 23 per cent.

A four-week paid vacation is scarcely more common for office workers in manufacturing than for plant employees. Less than three per cent were eligible for vacations of this length as of October, 1951.

### By Province

A vacation of two weeks after a year or less of service was customarily granted to office workers by manufacturing firms

**TABLE 2A.—ANNUAL VACATIONS WITH PAY: OFFICE EMPLOYEES**

*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Offices		Employees	
	Number	Per Cent	Number	Per Cent
<b>Total Coverage<sup>(1)</sup>.....</b>	<b>6,019</b>	<b>100.0</b>	<b>157,775</b>	<b>100.0</b>
<b>One Week Vacation with Pay</b>				
After: Less than 1 year.....	1,475	24.5	70,370	44.6
1 year.....	1,469	24.4	13,236	8.4
Service not specified.....	367	6.1	5,555	3.5
<b>Total.....</b>	<b>3,311</b>	<b>55.0</b>	<b>89,161</b>	<b>56.5</b>
<b>Two Weeks Vacation with Pay</b>				
After: Less than 1 year.....	269	4.4	13,094	8.3
1 year.....	3,859	64.1	126,482	80.2
2 years.....	588	9.8	6,645	4.2
3 to 5 years.....	366	6.1	4,107	2.6
More than 5 years.....	44	.7	661	.4
Service not specified.....	184	3.1	2,411	1.5
<b>Total.....</b>	<b>5,310</b>	<b>88.2</b>	<b>153,400</b>	<b>97.2</b>
<b>Three Weeks Vacation with Pay</b>				
After: Less than 10 years.....	59	1.0	3,167	2.0
10 years.....	75	1.2	3,288	2.1
15 years.....	466	7.8	36,520	23.1
20 years.....	222	3.7	23,331	14.8
25 years.....	321	5.3	19,100	12.1
Other periods.....	30	.5	1,051	.7
<b>Total.....</b>	<b>1,173</b>	<b>19.5</b>	<b>86,457</b>	<b>54.8</b>
<b>Four Weeks Vacation with Pay</b>				
After: 25 years.....	48	.8	3,277	2.1
Other periods.....	29	.5	741	.5
<b>Total.....</b>	<b>77</b>	<b>1.3</b>	<b>4,018</b>	<b>2.6</b>
<b>Other Vacation Periods.....</b>	<b>21</b>	<b>.3</b>	<b>120</b>	<b>.1</b>

<sup>(1)</sup> Not included are 114 offices employing 509 workers either showing no information or indicating no vacation policy.

TABLE 2B.—ANNUAL VACATIONS WITH PAY: OFFICE EMPLOYEES: BY PROVINCE

*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec	
	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees
	%	%	%	%	%	%	%	%	%	%
<b>One Week Vacation with Pay</b>										
After: Less than 1 year.....	21.0	44.1	14.3	34.1	10.4	5.1	14.5	32.0	27.0	52.8
1 year.....	7.0	33.3	7.1	0.8	10.3	3.6	10.3	4.9	27.3	8.8
Service not specified.....	5.3	0.8	.....	.....	6.7	0.9	7.7	4.8	6.3	2.5
<b>Total.....</b>	<b>33.3</b>	<b>78.2</b>	<b>21.4</b>	<b>34.9</b>	<b>27.4</b>	<b>9.6</b>	<b>32.5</b>	<b>41.7</b>	<b>60.6</b>	<b>64.1</b>
<b>Two Weeks Vacation with Pay</b>										
After: Less than 1 year.....	3.5	1.1	7.1	31.8	2.4	0.9	6.8	15.9	5.6	13.7
1 year.....	66.7	57.4	64.3	36.4	75.0	42.3	72.6	67.5	57.4	74.2
2 years.....	8.8	33.6	7.1	3.1	4.3	2.3	2.6	0.8	7.8	3.0
3 to 5 years.....	.....	.....	.....	.....	1.2	0.2	2.6	1.3	6.2	3.0
More than 5 years.....	.....	.....	.....	.....	.....	.....	.....	.....	0.8	0.4
Service not specified.....	14.0	6.7	14.3	27.9	6.1	17.2	5.1	11.1	3.6	1.8
<b>Total.....</b>	<b>93.0</b>	<b>98.8</b>	<b>92.8</b>	<b>99.2</b>	<b>89.0</b>	<b>62.9</b>	<b>89.7</b>	<b>96.6</b>	<b>81.4</b>	<b>96.1</b>
<b>Three Weeks Vacation with Pay</b>										
After: Less than 10 years.....	3.5	0.2	.....	.....	2.5	35.5	.....	.....	1.1	1.5
10 years.....	.....	.....	.....	.....	1.2	0.5	.....	.....	0.9	0.9
15 years.....	8.8	68.3	28.6	39.5	2.5	7.9	6.8	21.5	7.6	18.1
20 years.....	.....	.....	.....	.....	1.8	0.7	0.9	1.8	3.1	15.1
25 years.....	.....	.....	.....	.....	2.4	16.3	1.7	1.5	6.9	19.7
Other periods.....	.....	.....	.....	.....	0.6	0.2	.....	.....	0.3	0.1
<b>Total.....</b>	<b>12.3</b>	<b>68.5</b>	<b>28.6</b>	<b>39.5</b>	<b>11.0</b>	<b>61.1</b>	<b>9.4</b>	<b>24.8</b>	<b>19.9</b>	<b>55.4</b>
<b>Four Weeks Vacation with Pay</b>										
After: 25 years.....	.....	.....	7.1	2.3	.....	.....	.....	.....	0.9	2.7
Other periods.....	.....	.....	.....	.....	.....	.....	.....	.....	0.3	.4
<b>Total.....</b>	.....	.....	<b>7.1</b>	<b>2.3</b>	.....	.....	.....	.....	<b>1.2</b>	<b>3.1</b>
<b>Other Vacation Periods.....</b>	<b>1.8</b>	<b>0.6</b>	.....	.....	.....	.....	.....	.....	<b>0.4</b>	<b>0.1</b>
<b>Total Offices and Employees.....</b>	<b>57</b>	<b>1,593</b>	<b>14</b>	<b>129</b>	<b>164</b>	<b>3,423</b>	<b>117</b>	<b>1,687</b>	<b>1,600</b>	<b>45,349</b>

**TABLE 2B.—ANNUAL VACATIONS WITH PAY, OFFICE EMPLOYEES: BY PROVINCE**

*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees
	%	%	%	%	%	%	%	%	%	%
<b>One Week Vacation with Pay</b>										
After: Less than 1 year.....	29.6	46.0	11.3	18.7	9.8	14.1	7.9	22.2	15.4	31.4
1 year.....	23.1	6.8	23.9	20.2	2.2	0.6	51.4	30.6	25.0	8.1
Service not specified.....	7.1	4.3	1.7	2.3	.....	.....	5.2	6.7	4.2	2.5
<b>Total.....</b>	<b>59.8</b>	<b>57.1</b>	<b>36.9</b>	<b>41.2</b>	<b>12.0</b>	<b>14.7</b>	<b>67.5</b>	<b>59.5</b>	<b>44.6</b>	<b>42.0</b>
<b>Two Weeks Vacation with Pay</b>										
After: Less than 1 year.....	5.3	7.0	1.0	0.6	2.3	0.8	0.9	5.9	0.9	1.3
1 year.....	65.4	84.9	73.7	81.0	90.2	93.0	42.6	62.7	69.1	88.7
2 years.....	8.5	3.4	10.9	8.8	0.7	0.4	52.6	30.4	9.3	4.2
3 to 5 years.....	6.7	2.5	10.6	8.8	0.7	0.1	0.4	0.1	7.1	2.1
More than 5 years.....	1.0	5.5	.....	.....	.....	.....	0.4	0.1	0.2	0.1
Service not specified.....	2.4	.6	0.7	0.1	3.8	1.7	2.2	0.7	3.4	1.7
<b>Total.....</b>	<b>89.3</b>	<b>98.9</b>	<b>96.9</b>	<b>99.3</b>	<b>97.7</b>	<b>96.0</b>	<b>99.1</b>	<b>99.9</b>	<b>90.0</b>	<b>98.1</b>
<b>Three Weeks Vacation with Pay</b>										
After: Less than 10 years.....	0.7	1.2	1.7	0.5	2.2	4.4	0.9	0.6	0.9	1.2
10 years.....	1.5	2.3	0.4	0.3	0.8	0.9	0.9	1.3	2.2	8.8
15 years.....	8.7	20.3	5.8	16.3	8.3	26.9	6.1	32.0	5.8	14.7
20 years.....	4.9	16.8	1.7	1.9	2.3	0.9	3.9	9.3	2.0	14.5
25 years.....	6.1	10.1	3.1	3.4	3.0	8.7	4.4	5.9	1.4	2.6
Other periods.....	0.6	1.0	0.3	0.1	4.5	2.4	.....	.....	.....	.....
<b>Total.....</b>	<b>22.5</b>	<b>57.7</b>	<b>13.0</b>	<b>22.5</b>	<b>21.1</b>	<b>44.2</b>	<b>16.2</b>	<b>49.1</b>	<b>12.3</b>	<b>41.8</b>
<b>Four Weeks Vacation with Pay</b>										
After: 25 years.....	1.0	2.1	.....	.....	.....	.....	.....	.....	0.9	1.5
Other periods.....	0.7	0.7	0.3	0.1	.....	.....	.....	.....	0.4	0.1
<b>Total.....</b>	<b>1.7</b>	<b>2.8</b>	<b>0.3</b>	<b>0.1</b>	.....	.....	.....	.....	<b>1.3</b>	<b>1.6</b>
<b>Other Vacation Periods.....</b>	<b>0.3</b>	<b>0.1</b>	.....	.....	.....	.....	.....	.....	<b>0.7</b>	<b>1.6</b>
<b>Total Offices and Employees.....</b>	<b>2,861</b>	<b>88,230</b>	<b>293</b>	<b>4,059</b>	<b>133</b>	<b>1,393</b>	<b>228</b>	<b>3,101</b>	<b>551</b>	<b>8,786</b>



TABLE 2C.—ANNUAL VACATIONS WITH PAY: OFFICE EMPLOYEES: 5 MAJOR CITIES

*Manufacturing Industries of Canada, October, 1951*

Length of Vacation and Service Requirements	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees	Offices	Employees
	<i>σ<sub>o</sub></i>	<i>σ<sub>e</sub></i>	<i>σ<sub>o</sub></i>	<i>σ<sub>e</sub></i>	<i>σ<sub>o</sub></i>	<i>σ<sub>e</sub></i>	<i>σ<sub>o</sub></i>	<i>σ<sub>e</sub></i>	<i>σ<sub>o</sub></i>	<i>σ<sub>e</sub></i>
<b>One Week Vacation with Pay</b>										
After: Less than 1 year.....	10.9	4.1	31.4	62.8	35.3	51.2	10.6	18.4	18.6	44.5
1 year.....	7.3	3.4	23.9	6.0	18.7	4.5	22.2	17.3	23.2	8.4
Service not specified.....	9.1	5	5.4	1.5	6.5	3.0	1.9	2.6	3.6	2.9
<b>Total</b> .....	<b>27.3</b>	<b>8.0</b>	<b>60.7</b>	<b>70.3</b>	<b>60.5</b>	<b>58.7</b>	<b>34.7</b>	<b>38.3</b>	<b>45.4</b>	<b>55.8</b>
<b>Two Weeks Vacation with Pay</b>										
After: Less than 1 year.....	3.6	1.4	5.7	16.8	6.1	7.0	1.1	7	.5	2.0
1 year.....	78.2	34.8	62.9	74.8	69.4	87.3	75.1	84.0	71.9	87.2
2 years.....	7.3	3.3	9.4	2.6	9.4	2.5	9.1	4.9	9.3	4.6
3 to 5 years.....	.....	.....	4.1	2.1	4.5	1.2	10.6	9.5	5.7	2.0
More than 5 years.....	.....	.....	.3	.1	.9	.8	.....	.....	.3	.1
Service not specified.....	3.6	1.1	2.9	1.5	3.2	.6	.7	.1	3.3	2.2
<b>Total</b> .....	<b>92.7</b>	<b>40.6</b>	<b>85.3</b>	<b>97.9</b>	<b>93.5</b>	<b>99.4</b>	<b>96.6</b>	<b>99.2</b>	<b>91.0</b>	<b>98.1</b>
<b>Three Weeks Vacation with Pay</b>										
After: Less than 10 years.....	1.8	59.2	1.0	1.2	.6	2.4	1.5	.4	1.0	1.7
10 years.....	.....	.....	1.2	1.0	1.6	1.9	.4	.3	2.6	12.9
15 years.....	5.5	7.0	6.2	14.7	8.8	28.6	4.5	15.5	6.2	15.3
20 years.....	3.6	1.1	3.9	21.3	4.5	18.6	1.5	1.8	1.8	1.5
25 years.....	3.6	1.3	8.5	24.8	7.4	13.3	3.4	3.8	1.8	3.8
Other periods.....	.....	.....	.4	2.2	1.3	1.2	.4	.1	.....	.....
<b>Total</b> .....	<b>14.5</b>	<b>63.6</b>	<b>21.2</b>	<b>63.2</b>	<b>24.3</b>	<b>66.0</b>	<b>11.7</b>	<b>21.9</b>	<b>13.4</b>	<b>35.2</b>
<b>Four Weeks Vacation with Pay</b>										
After: 25 years.....	.....	.....	.....	3.2	1.2	1.9	.....	.....	1.0	1.9
Other periods.....	.....	.....	.3	.3	1.4	.8	.4	.1	.3	.1
<b>Total</b> .....	.....	.....	<b>1.1</b>	<b>3.5</b>	<b>2.6</b>	<b>2.7</b>	<b>.4</b>	<b>.1</b>	<b>1.3</b>	<b>2.0</b>
<b>Other Vacation Periods</b> .....	.....	.....	.2	.1	.3	.1	.....	.....	.8	.1
<b>Total Offices and Employees</b> .....	<b>55</b>	<b>2,011</b>	<b>989</b>	<b>30,760</b>	<b>1,080</b>	<b>34,929</b>	<b>265</b>	<b>3,683</b>	<b>388</b>	<b>5,614</b>

in all provinces, although in Alberta a preponderance of the smaller establishments required two years' service.

There was less uniformity among the provinces in the service requirements for three-week vacations. In seven of the ten, 15 years was the clearly predominating stipulation. However, in Nova Scotia more than one-third of the office employees in manufacturing were in offices which allowed three weeks with pay after less than 10 years' service; in British Columbia, 15 and 20 years applied to an equal proportion of office employees, while in Quebec similar proportions (15 to 20 per cent) of the 25,000 workers for whom three weeks were available gained this vacation after 15, 20 and 25 years' service. For complete provincial details, see Table 2B

#### By City

Of the five cities shown in Table 2C, those in Eastern Canada indicated more

liberal vacation policies for office employees in manufacturing than either Winnipeg or Vancouver, particularly in the extent of three-week vacations. In all five cities, virtually all office employees could receive at least two weeks. A third week was provided for in office units employing upwards of 60 per cent of the workers in Halifax, Montreal and Toronto, and 22 and 35 per cent in Winnipeg and Vancouver. For three weeks off with pay the service stipulations varied considerably among the cities. In Halifax, a single large establishment required only one year of service; in Vancouver, ten years was only slightly less common than 15 years, while in Winnipeg 15 years was the customary requirement. In Montreal and Toronto, on the other hand, large numbers of office workers were to be found in each of the 15-, 20- and 25-year categories of service requirement.

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## Alberta Special Committee Reports on Workmen's Compensation Act

**Seven-member committee makes 22 specific recommendations in unanimous report. Briefs submitted by nine employer, six labour organizations**

The Special Legislative Committee appointed March 20, 1951, to inquire into and make recommendations concerning the Alberta Workmen's Compensation Act tabled its report in the Legislature on February 25 (Sessional Paper No. 55, 1952).

In its unanimous report, the seven-member Committee under the chairmanship of Fred C. Colborne made 22 specific recommendations based upon a careful study of the Act itself, the submissions received and the administrative experience and practice of the Workmen's Compensation Board.

Sixteen organizations, including nine employer and six labour groups, submitted written briefs and were represented at the public hearings held by the Committee in Edmonton and Calgary from August 20-30 of last year. A complete summary of the representations received and the Committee's finding in each case

is set out in the report. The Committee also indicated the approximate cost of implementing various proposals and its own recommendations.

As regards the work of the Board, the Committee reported:—

We were particularly impressed with the sound and reasonable approach of the Board to the many complex problems with which it must deal. We found a happy combination of sympathetic understanding of individual cases, with a high sense of responsibility to the proper interests of employers.

We found both labour and employer groups were generally and genuinely satisfied with the present administration of the Act.

With respect to the coverage of the Act, the Committee made only one recommendation: that "workman" be amended to include "any person who, although not under a contract of service or apprenticeship, becomes subject to the hazards of an

industry for the purposes of undergoing training or probationary work specified or stipulated by the employer as a preliminary to employment." This amendment, suggested by the Alberta Joint Legislative Committee of the Railway Transportation Brotherhoods, would afford protection to "learners" in certain railway occupations. The Committee recommended that for compensation purposes a learner should be considered to earn the starting wage for his employment.

The Committee would not accept the suggestion made by a labour group that the Act should be broadened to cover the employees of all employers. In its view, all employees are now covered where it is feasible and this, together with the provisions for coverage by voluntary application, makes the Act as broad as it can reasonably be made.

Differing proposals were made to the Committee from employers' and workers' groups regarding the "waiting period". Several employers' groups wished to have retained the three-day waiting period and six-day qualifying period of the Act (under which a worker receives medical aid but no compensation for the first three days of his disability unless he is disabled and off work for more than six days). On the other hand, four labour groups asked that the waiting period be eliminated entirely, citing the present provisions of the Saskatchewan Act under which no compensation is paid for the day of the accident but if the workman is disabled any longer time his compensation begins from the day after his accident.

The Committee was of the opinion that the six-day qualifying period was unnecessarily severe and went into the question thoroughly in an effort to determine what effect an amendment like that of Saskatchewan would have. Its conclusions were that, as in Saskatchewan, the adoption of a waiting period consisting of the day of the accident would result in a saving of cost to industry. The Committee therefore recommended that the waiting period should be eliminated and that payment of compensation should begin with the day following the accident. It stated that it was convinced that, with such an amendment, there would be no appreciable increase of malingering or petty claims.

On the two major issues of the percentage basis of compensation and the wage ceiling for computing compensation, the Committee considered that an upward revision was called for under present conditions. It recommended 75 instead of

66½ as a more realistic percentage rate and an increase from \$2,500 to \$3,000 in the maximum amount of earnings taken into account. With respect to the latter, the Committee commented:—

It is widely accepted in the field of workmen's compensation that the wage ceiling should represent generally the highest wage received by a wage-earner. The figure of necessity must be an arbitrary one. It is the view of the Committee that if \$2,500 was the correct figure at the last revision of the Act, our recommended increase to \$3,000 would now be in order.

The Committee would not entertain the proposals of several labour groups that compensation should be based on 100 per cent of earnings, holding that a workman should in no case be better off financially under compensation than he would be while working.

The Committee further recommended that the minimum payment for total disability should be increased from \$15 to \$25 per week, unless actual earnings were less than \$25, in which case the actual amount of earnings should be allowed.

It was found that the subsistence allowance of \$2.50 per day payable to a workman undergoing treatment away from home was insufficient; the Committee recommended that it be raised to \$5, with the proviso that where the Board provides part of the subsistence, i.e. meals or lodging, the allowance should be correspondingly reduced.

The Act permits the Board to pay for the replacement and repair of dentures, eye-glasses, artificial eyes or limbs and hearing aids broken in an industrial accident "if such breakage is accompanied by objective symptoms of personal injury". A labour organization proposed that the Board should pay compensation for any loss or damage to personal property if there is evidence to show that it arose out of employment, regardless of the existence of "objective symptoms of personal injury". The Committee agreed, with the reservation that it would be unsound to extend the provision beyond the items of personal property specified in the Act.

With regard to proposed increases in benefits in case of the death of the workman, the Committee found that the burial allowance was insufficient, that a higher benefit should be paid to dependent children, and that all pension payments to widows should be brought up to the same level, regardless of the date of the accident.

The Committee considered that the regular burial allowance should be raised



from \$175 to \$200 and that, in addition, the Board should have discretion to make a further allowance, not to exceed \$100, for the expenses of transportation of the workman's body from the place of death to his home in Alberta. If the workman's home is outside the province, it was suggested that the Board should pay the costs, up to \$100, of transporting the body to the Alberta border.

It was the Committee's view that there should be no upward revision of the present \$50-a-month allowance payable to a widow. For those without children the allowance was considered to be not out of line with the benefits provided to those in similar circumstances by social legislation throughout Canada.

The Committee felt, however, that a widow with dependent children who is prevented from augmenting her pension by gainful employment because she is obliged to stay at home to care for her family faces considerable additional hardship. It considered, therefore, that an increase was warranted for dependent children but that the allowance should be paid only for such time as they normally remained dependent upon their parent for support. The Committee saw no reason "why industry should be required to continue to pay dependents' allowance to one who has left school for gainful and often lucrative employment". Hence, it recommended that the allowance should be increased from \$15 to \$25 a month, but that the age limit should be reduced from 18 to 16 years. Where, however, the Board considered that a child should continue his education, it should have discretion to pay the allowance to the age of 18 years. The same increase, from \$15 to \$25 a month, was recommended for a dependent invalid child.

On the question of whether or not an increase should be permitted to a widow who was receiving the compensation provided by law at the time of her husband's death, the Committee observed: "It is doubtful if there is any compensation question on which industry and labour are farther apart". Industry took the view that compensation awards were "once for all payments", and several groups suggested that, should a higher pension be decided on, the additional cost should be charged to the general revenue fund of the province. Labour urged that all payments should be brought up to the same level.

The Committee was unable to agree that workmen's compensation is strictly compensatory and does not touch on the field of social legislation. It pointed out that:—

Compensation legislation came into being originally as a means of solving a social problem that stemmed from the inability of the workman to obtain by legal action the damages for injury which may have been his just due. Furthermore, it seems to us that the social aspect of workmen's compensation was admitted when legislation provided compensation benefits for those who would have no legal claim whatever to such compensation from the industries which employed them. It is our view that when workmen became entitled to compensation for injury or death, regardless of the factor of employer negligence, when the old common law doctrines of "contributory negligence," "voluntary assumption of risk on the part of the employee" and "negligence of a fellow employee" (which had so often been used as defence against employee suits for damages) were set aside, and the mere existence of an employer-employee relationship was substituted therefor, the social aspect of workmen's compensation was indeed recognized.

Workmen's compensation is not unemployment insurance, that is true. But it is a form of insurance with social aspects similar to unemployment insurance, and it is difficult to see how the one can be called social legislation and not the other.

The Committee recognized that workmen on disability pensions were able to augment their pensions by their earnings and that in a time of rising wages their income had increased.

Such is not the case with the widow. Heretofore the widow's loss has been permanent in the strictest sense. The "breadwinner" is gone. She has received compensation on a "once for all payment" basis; and regardless of the subsequent advance in wage scales, with its attendant increase in cost of living, her compensation has remained firmly fixed. It seems certain that had she not substained the loss of the "breadwinner" her income from his earnings would have advanced along with the advance made in industrial wages.

Can it be said, then, that such a widow has been adequately compensated for her loss? We think not.

It was the Committee's view that all widows whose husbands were killed in industry should receive \$50 a month and that those whose pension was under \$50 should be granted an additional amount sufficient to provide \$50 a month, until such time as society through its old age pension legislation was prepared to assume the responsibility. The additional allowance, or part of it, should be continued even after a widow qualified for old age pension if her total income from pension and compensation was less than \$50 a month.

Another recommendation was that there should be a provision in the Act stipulating

that no compensation should be paid to dependent aliens outside Canada unless they were citizens of a country the law of which made similar provision for the dependants of a deceased workman living in Canada.

A recommendation favoured by employers was one which provided that in the case of a fatal accident the charge against industry should be the average of all fatalities. Under Section 33 (1) (n), which the Committee recommended should be repealed, when a single worker was killed, industry was charged with compensation computed on the basis of the average cost of pensions awarded during the preceding three years to the dependants of fatally injured married workmen. The excess of this amount over the amount awarded to the single worker's dependants was placed in a "second injury" fund.

The Committee pointed out that Section 33 (1) (n) was enacted in 1943 to overcome two problems (1) the need for a second injury fund, and (2) the fear of discrimination in hiring against married workmen, since compensation costs in a single workman's death were only a fraction of the charge in the case of a married workman.

The fund had since grown steadily to the point where it was apparent that the charges against industry were greatly in excess of what was needed for second injuries. In order to remove this injustice without at the same time taking away the protection to married workmen contained in Section 33 (1) (n), the Committee recommended that the charge imposed should be the average of *all* fatalities, both married and single, and that the Second Injury Fund and Rehabilitation Reserve should be raised by an assessment on all industry.

A further recommendation would allow the Board to recognize contributory negligence by apportioning compensation costs between classes where there has been negligence on the part of employers not within the same class. Heretofore, the Act has required the Board to charge the cost of an accident to one class only, regardless of contributory negligence on the part of an employer in another class.

Concurring with a proposal made by several employer groups, the Committee recommended that in future no class should be charged with contributions to the Silicosis Reserve unless that class has experienced silicosis as an industrial disease. The Committee pointed out that

adoption of this recommendation would tend to stabilize the reserve which was steadily increasing while the cost of silicosis claims over the past several years had varied sharply.

Removal of the limiting words "Pneumoconiosis which shall be deemed to be—Silicosis, Siderosis, Lithosis" from the schedule of industrial diseases and their replacement by the more inclusive term "pneumonconiosis" was recommended. In this way these and other classifications of pneumonconiosis would be covered.

Representations that arthritis and heart disease should be added to the schedule, that compensation should be payable for hernia whenever there is *prima facie* evidence that it is attributable to the work performed, and that heart disease and pulmonary diseases be listed as occupational diseases of firemen were rejected on the ground that medical opinion did not support the proposals. The Committee considered that such diseases are adequately dealt with in the Act and that the Act by its definition of "accident" accepts the principle of blanket coverage for all disablement arising out of and in the course of employment. If the Board is satisfied from the medical evidence that arthritis has resulted from an accident, it may and does allow a claim for compensation. The Committee considered that to presume that in every case it arose out of employment would not be justifiable.

The Committee commended the Board for its vigorous program of accident prevention which it termed "the key to reduced costs of compensation, to lower assessment rates". It stated that the policy today is to establish safety committees in every industry, with representation from each department. In the construction industry, committees are required on each job likely to last more than 30 days and employing more than 10 men. In the Committee's opinion, the present system of safety committees is essential to the accident prevention program and should be continued. It did not agree with a proposal that a safety committee should be appointed by the legal bargaining agency in a plant, holding that the committee must continue to be the responsibility of the employer. While it considered it desirable that a successful committee should be composed of both employer and employee representatives, it was of the opinion that this provision could not be made mandatory upon the employer without relieving him to some degree of his direct responsibility for safety.



The Committee recommended that the Board's policy of increasing its inspection staff should be continued and that it should be established practice for an inspector while inspecting a plant to be accompanied by the chairman or a member of the safety committee.

A proposal that the Board should be relieved of the responsibility of mine rescue work, which should be transferred to the Mines Branch of the Department of Mines and Minerals, was endorsed by the Committee. It noted that mine rescue work is being administered satisfactorily by the Board but that the present divided authority presents danger of possible conflicts in jurisdiction.

Commenting that the merit rating system, which is in effect a system of varying assessment with individual experience, has been a strong incentive to accident prevention work, the Committee recommended that it be continued and that, wherever feasible, refunds be increased and extended to embrace as many classes as

possible. It approved the policy of the Board in approaching the matter cautiously.

It was also recommended that a retirement age of 70 years be fixed for the Workmen's Compensation Board and that a Board member should be removed from office for cause by the Lieutenant-Governor in Council on address of the Legislative Assembly, or suspended, pending address of the Legislative Assembly.

In the opinion of the Committee, it should be the aim of the Board to maintain class reserves at approximately one year's average cost of administration, the capitalized value of pensions, plus compensation and medical aid disbursements.

Finally, the Committee recommended that an independent actuarial survey of the accounts of the Board should be carried out at intervals of not more than five years and that the report of the survey should be tabled at the following session of the Legislature.

The action taken by the Legislature on these recommendations is summarized on page 1085.

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## Implications of Rent Control

Study of rent control in the United States reveals both inflationary and deflationary effects, shows that controls did not retard volume of housing construction but reduced supply of existing rental housing

Rent control and some of its effects upon housing construction, consumer expenditure and inflation in the United States during and following the Second World War form the basis of an article by Leo Grebler, Research Professor in Urban Land Use and Housing at Columbia University, New York. Prof. Grebler's article is contained in the April, 1952, issue of the *International Labour Review*, published monthly by the ILO.

Referring to the importance of rent controls in an inflationary period, Prof. Grebler notes that such controls were introduced during both world wars in practically all belligerent countries and in many neutral countries. In the United Kingdom, France and Germany, rent regulations established during the First World War were still in force as regards large segments of the housing supply when the Second World War began.

With the development of new inflationary trends in many countries as a result of rearmament and other causes, there is a tendency to prolong and intensify the demand for controls, states Prof. Grebler. Parallel with this demand, he adds, is a persistent and perhaps growing uncertainty concerning the long-run effects of rent control on housing and general living standards, the volume of new housing construction and the equitable distribution and allocation of space.

The present situation, in which a long, drawn-out "cold war" may be developing, with high military expenditures and therefore inflationary factors, calls for a reappraisal of the rent control issue in the light of recent experiences, according to Prof. Grebler.

During the war years, 1942-45, the United States, unlike most other belligerent countries, was able to build a moderate



volume of new houses. These totalled approximately 1,243,000, an annual average of 311,000.

Rent control was introduced by the federal Government in 1942 and by 1946 about 16 million dwelling units were under rental regulations, rents being frozen variously at 1942 or 1943 levels. Until 1947 increases in legal rents were limited to cases where landlords could prove financial loss or hardship or where services or facilities were improved. In June, 1947, an increase of up to 15 per cent was permitted by agreement between the landlord and tenant if a written lease extending to the end of 1948 were executed. Between 1947 and 1948, the rent index rose approximately seven per cent and, Prof. Grebler states, only a minority of tenants in rent-controlled apartments agreed to the voluntary increase.

In 1949 and in 1950, major steps were taken to abolish rent controls by giving increasing responsibility for the maintenance or termination of controls to state and local governments. By the end of 1950 an estimated 10 million units were under federal or local control—only two-thirds of the number regulated in 1946. The rent index increased about another four per cent from 1948 to 1949 and from 1949 to 1950. Federal rent controls which are in effect today have eased the regulations in many respects but give the Government the authority under certain circumstances to recontrol rents in critical areas.

### Effect on New Construction

During the period 1946-1950, nearly five million non-farm dwelling units were constructed in the United States. Throughout this period practically all the labour and material resources available for housing construction were utilized. Prof. Grebler remarked that if a free rental market for existing housing or an earlier removal of control had been established and had induced even more construction, additional new supply would have been possible only through additional cost and price increases and that in this respect, by damping the production of new housing, controls had an anti-inflationary influence.

Prof. Grebler states that housing had neither a more favoured nor a less favoured relative position in total construction. He noted that to have given housing a more favoured position without inviting greater cost rises would have involved the direct control of non-residential construction, an approach tried by

the Veterans Emergency Housing Program in 1946 but given up after disappointing experiences.

During the period 1946-50, approximately 17 per cent of new construction was for rental as compared with 36 per cent in the period 1920-24. This decline, notes Prof. Grebler, can be partly ascribed to rent control. He points out that although rents on newly constructed housing were uncontrolled, controls for existing housing created an atmosphere unfavourable to investment in rental housing, since there was a possibility that controls might be extended to new units.

Prof. Grebler feels that in general, the volume of housing construction in the United States would not have been substantially larger without rent controls; and if it had been larger, it probably would have raised building costs. He remarks: "No appreciable effect of rent control seems to be indicated on this score. But rent control was in all probability an important factor in reducing the volume of new rental housing construction."

### Effect on Rental Housing Supply

The 1950 census on housing in the United States indicated that the number of single-family detached houses that were occupied by renters was more than one million lower than in 1940. Another indication of the shift of dwelling units to owner occupancy is the fact that from 1940 to 1950, the number of owner-occupied units rose by 71 per cent while the number of renter-occupied units increased by only 4.7 per cent. Prof. Grebler considers that rent control was an important factor influencing this trend.

Owners of single-family and small houses, faced with the choice of receiving a controlled rent or selling the property at an uncontrolled price, naturally preferred to sell, the writer points out. He feels that rent control was a factor in reducing the existing supply of rental housing, in addition to holding back the volume of new rental construction.

### Change in Consumer Expenditure

By 1945, when rents and prices were both controlled, the general consumer price index (which included rents) was nearly 29 per cent higher than in 1940, while the rent index had risen less than five per cent. By 1948, when general price controls had been abolished for some time, prices had increased almost 72 per cent and rents less than 16 per cent.

Rents also failed to keep pace with the increase in income and consumer expenditures. Between 1940 and 1948, personal disposable income had increased by about 150 per cent and total consumer expenditures by 157 per cent. Prof. Grebler holds that the increase in the demand for such consumer items as food and clothing was in part the result of incomes set free by rent control for the purchase of other items. He notes that the price increases for consumer goods was greater than they would have been without rent control. Prof. Grebler added:—

“To the extent that this was the case, repression of rent inflation through control led to more price inflation in other fields, an observation that should serve as a caution against acceptance of the statement that rent control generally has anti-inflationary effect.”

### Burden of Inflation

With reference to the economic position of those protected and those not protected by rent control, Prof. Grebler referred to the remarks of James E. Meade, a British economist who analysed the post-war situation in the United Kingdom as follows:—

The present situation is grossly inequitable and grossly inefficient. Those lucky occupiers who are protected by rent restriction obtain their accommodation extremely cheaply and have no incentive to economize dwelling space by living in a smaller dwelling, letting rooms to lodgers, etc. Those unlucky persons (often ex-servicemen and women attempting to set up home) who are not in this charmed circle cannot find accommodation largely because the protected “sitting birds” have little or no incentive to make room for them.

Stating that rent control may be regarded as a means of redistributing the burden of inflation, Prof. Grebler points out that this view is of increasing importance when restrictions extend over long periods of time, during which population and families grow in number and the proportion of those enjoying rent control decreases.

As fully half the housing supply in the United States was uncontrolled, the price

pressures on that group were much greater than if they had been spread over the entire supply, stated the professor.

Those who did not enjoy rental protection were forced to bear “the full burden of inflation in the price structure of housing, or at least a disproportionate share of it”.

Prof. Grebler estimates that of the 15 million dwelling units, new and existing, which were purchased and rented between 1946 and 1951, about two-thirds were not under rental controls and were rented and sold at the costs prevailing during this period.

By 1951 the number of “have nots” who paid the full post-war cost of housing equalled the number protected by rent controls, he states. This situation, he points out, could have been avoided if controls had been applied both to the sales prices of existing houses for owner-occupancy and for rent. Prof. Grebler feels that the effects of rent controls are too pervasive for them to be successfully coped with through public housing programs.

### Conclusions

Rent controls in the United States indicated that the total volume of post-war residential construction was not held below the maximum set by available resources, according to Prof. Grebler. The article notes also that the volume of new housing construction for rent was unusually low despite exemption from control and reflects, perhaps, a trend towards single-family house construction as well as the adverse effects of rent control.

Prof. Grebler feels that the supply of existing rental housing was reduced under rent control by the transfer of such accommodation from the rental to the sales market. He states that there has been an uneconomic use of space under the rental regulations and that there was a decline in the intensity of utilization from 1940 to 1950.

Concluding his study, the professor remarks that the division of the population into two groups bearing an unequal share of the burden of inflation is perhaps the most serious effect of rent control and one that cannot be justified on either economic or social grounds.



# Merit-Rating Incentive Schemes

Type of wage incentive scheme based on the degree to which a worker displays qualities valuable to an undertaking is being given a trial in some establishments in the United Kingdom and in the United States

In recent years, a new type of wage incentive scheme based upon the degree to which employees display such qualities as regularity, skill, initiative and usefulness to their firms has been introduced in industry, often replacing the older payment-by-results system. These programs differ from those which provide bonuses for amounts produced, time saved, efficient utilization of machinery and reduction in the amount of material used.\*

A survey of merit-rating schemes, noting their advantages and disadvantages, by A. F. Stewart, Manager of the Personnel Management Division of the British Institute of Management, is contained in the April, 1952, issue of the *International Labour Review*, an ILO publication.

With reference to direct incentive schemes, Mr. Stewart points out that often such systems tend over a period to a limitation of output. Groups of workers may reach an agreement as to a level of output which will yield adequate remuneration without undue effort and a rhythm of production is established which falls far short of optimum output. In addition, the impact of income tax at higher rates once a certain level had been attained may prove to be a vital factor.

Incentive schemes will often discourage a production manager from improving or changing the scheme, states Mr. Stewart. Steps to introduce new timing methods or set new rates may cause much argument and be detrimental to the employees' morale.

Another drawback to straight incentive schemes mentioned by Mr. Stewart was the fact that many workers may greatly increase their output but at the cost of damaging the machinery, wasting valuable material, creating abnormal amounts of scrap and frequently varying the working tempo to the detriment of other workers and the department as a whole. In addition to this disadvantage, the article notes that direct incentive schemes can contribute to fluctuating earnings whenever

production is retarded due to power cuts, weather conditions, failure of material supplies, machinery breakdowns and other similar happenings.

Because of these disadvantages and many others, a number of companies in the United Kingdom and in the United States have abandoned systems of direct payments by results. In their place they have introduced the merit-incentive schemes which are designed to reward the worker who displays a wide range of qualities.

## Merit-Rating Factors

Referring to British experience, Mr. Stewart lists a series of qualities which are considered in merit-rating incentive schemes for different categories of workers. Among the qualities considered for manual workers are the following: timekeeping, timesaving, attendance, conduct, safety observance, tidiness, quality of work, avoidance of waste, care of tools and equipment, co-operation with supervisors and fellow workers, quantity of work, manual ability, technical ability, versatility, trainability, initiative, judgment, perseverance and consistency of effort, application to work, reliability, interest in work, job knowledge and honesty.

For supervisors the following were recommended as desirable qualities: leadership, initiative, dependability, good example, conduct, discipline, judgment, justice, loyalty to the company, integrity, technical knowledge, teaching ability, co-operation, versatility, perseverance and suitability for promotion.

Concerning qualities for clerical workers, merit schemes include as factors: timekeeping, timesaving, attendance, reliability, versatility, application to work, job knowledge, technical skill, accuracy, honesty, initiative, co-operativeness, capacity for promotion and loyalty to the company.

Mr. Stewart points out that a compromise must be sought in practice between the over-elaboration of the scheme by including too many factors and the apparent over-simplification by employing too few. He notes that the factors chosen for any particular plan will not be of equal importance and states that an accurate

\*See L.G., Nov., 1951, pp. 1520-1521, for a summary of the ILO meeting of experts on payment-by-result systems.



weighting of the points assigned to the various qualities represent an important decision of policy in the design of a plan.

In preparing the program, clear and precise definitions of factors should be established, the article states. Thus, vague terms such as "good", "average", "fair" and "poor", should be avoided since what one supervisor may consider "fair", another will describe as "good".

With the selection of the men who will be responsible for making the assessments of the employees' qualities, Mr. Stewart makes the following recommendations: each worker should be assessed by at least two and preferably three assessors; each assessor should have an intimate knowledge of those whose work he judges; the workers who are so rated should have confidence that the assessor is qualified to judge their abilities accurately and fairly.

### Methods of Assessment

Several methods most commonly used in the United Kingdom by companies operating merit-rating schemes are noted by Mr. Stewart. Under the "ranking" method, the best and the poorest workers under each quality are nominated and the remainder are interpolated in as nearly correct order as possible. Marks are then applied on the basis of a normal distribution.

With the "fit to description" method, each member of a firm is allotted to the description which most closely corresponds to the degree in which he displays the quality.

The "numerical marking" plan awards a proportion of the total marks available for each quality to each member of the establishment according to the degree in which he displays that particular quality.

"Alphabetical marking" calls for the assessing of grades by means of letters; A, B, C, D, E, etc., often with the modification of plus and minus symbols. The "line positioning" method involves the placing of definitions from the highest to the lowest at equal intervals along a straight line. The assessor then places a cross at the point which most accurately describes the attainment of each worker.

### Operating the Scheme

Mr. Stewart warns that the employees' acceptance should be gained before the plan is put into operation. He suggests that first, directors, foremen and others at the management level be acquainted with the scheme and once acceptance of the method and principle has been

obtained from these groups, the representatives of the workers at the trade union and the workshop level should be brought into full consultation.

In addition to providing cash bonuses for the various qualities and attributes included in the plan, Mr. Stewart suggests that a reward for long service, based upon the varying periods of employment accumulated by each worker, be considered.

The article states that assessments of the program should be conducted approximately every three months during the early part of its operation and thereafter every six months. Factors that may require early intervals of re-examination include the nature of production or operation of the firm, the rate of labour turnover, the quality of supervision and the size of the establishment.

Mr. Stewart points out that it should be made clear to the employees that at each assessment the bonus of any worker may be raised, reduced or remain unchanged.

To allow employees to seek a redress or an explanation for an assessment or bonus regarded as unfair, the article recommends that adequate machinery be provided to handle such complaints. This could involve an appeal to management beyond the worker's immediate supervisor.

### Advantages of Merit-Rating

Referring to the results obtained by several companies which have introduced effective incentive plans based upon merit-rating, Mr. Stewart lists several of the major advantages claimed for this type of program. The extra effort exerted by the workers has resulted in lowered labour costs, reduction of material spoiled and an increase in the quality of the product.

Labour turnover was reduced, as was avoidable absenteeism, and lateness was curbed substantially, in the firms conducting merit-making programs. The article reports that co-operation between workers and supervisors and between fellow workers developed in their plants and that in general work supervision and job transfers were greatly facilitated.

Among other benefits reported by such firms were simplification of training, improvement in plant morale and the facilitation of promotion problems. Mr. Stewart cautions, however, that merit incentive schemes should not be regarded as the cure-all for all industrial problems. He states that it has yet to be proved that when such a scheme is applied to an organization formerly operating on a straight time-rate basis, that the increase of

output per man hour will be as great as that likely to develop from a well applied and directed system of payment by results.

### Union Attitude

Mr. Stewart reports that trade union leaders in the United Kingdom have initially been reluctant to support such programs, regarding them as a form of too close direction and supervision of the employees. He states, however, that when the scheme has been explained and demonstrated, most labour officials have been willing to give it a fair trial. Union

opposition has declined as employee satisfaction developed.

### Conclusions

In concluding his article, Mr. Stewart points out that merit incentive plans are generally more flexible than many direct payment-by-result programs but should be regarded as only one out of several alternatives which should be considered. He adds that merit-rating should be adopted only in cases where management has determined to spend the time necessary to train capable assessors and to make accurate and fair assessments.

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## Factory Inspection in the United Kingdom

**British Factory Inspectorate's 1950 Report reviews new developments in machinery and plant, accident trends, improvements in health and welfare conditions in factories, progress in accident prevention, the incidence of industrial diseases, a special analysis of eye accidents**

The Annual Report of the Chief Inspector of Factories of the United Kingdom for 1950 shows steady progress in the improvement of safety, health and welfare conditions in industry. Increasing interest in the use of mechanical handling equipment is noted. Special reference is made to improvements in working conditions in iron foundries.

Despite the increase in the number of workers in manufacturing industries and in the amount of overtime worked as a result of the re-armament program, the year 1950 showed only a slight increase in the total number of accidents as compared with 1949. A special analysis was made of 8,787 reportable eye accidents. Attention is called to the progressive reduction in the accident rates for young persons.

In the introduction to his report, the Chief Inspector refers to the heavy burden placed on the inspectorate as a result of shortages of staff at a time when production is expanding rapidly to meet the demand for exports and the needs of the re-armament program. "There is no short cut," he states, "whereby an adequate and experienced staff can be built up." The increasing amount of factory legislation and the growing complexity of manufacturing processes makes necessary a more detailed training program than was formerly required for new inspectors.

The report commends the system of self-inspection already carried on effectively

by some firms which have well-established medical and safety services. Under the system in these larger concerns, daily inspections of processes and plant on a well-arranged schedule have been instituted, thus enabling H.M. Factory Inspectors to spend more time in those factories where the need is greatest.

The total number of factories registered at the end of 1950 was 241,064, a decrease of 2,530 over the number registered in 1949. The number of factories in which there is mechanical power continued to increase while the number without mechanical power decreased. At the end of 1950 the number of the latter was less than half the corresponding figure for 1940.

Reference is made in the report to the need for improvement in the extent of compliance with the provisions of Section 5 of the Factories Act, 1948, which requires at least a month's notice of proposed occupation of premises as a factory. The Chief Inspector regards this provision "as a particularly important one, especially so at the present time, when it affords the only really effective means of reducing at least to some extent the occupation of unsatisfactory premises".

In the construction of new factory buildings, and in the extensions to existing premises, increasing attention, the Chief Inspector points out, is being paid to the principles of good design as evidenced by



the elimination of pillars, the provision of higher ceilings and much more window space.

One marked feature reported from different parts of the country is the restricted use of steel and the adoption of shell construction in reinforced concrete. This has the great advantage of giving a large working space free from structural supports. It allows for the maximum of natural lighting and is of such design as to keep to a minimum the number of ledges and projections on which dust can settle—the latter a very important point where dust is a major problem.

Some notable examples of good design of premises in the cotton and pottery industries and in the Border woollen and hosiery factories in Scotland are described. The continued restriction on building construction, however, continues to hamper the inspectors in dealing with some of the unsatisfactory types of factory premises which are still found in congested areas.

Legislative measures enacted during the year consisted of Codes of Regulations made under the authority of the Factories Act, 1937. These included the Pottery (Health and Welfare) Special Regulations, the Grinding of Metals (Miscellaneous Industries) (Amendment) Special Regulations, the Grinding of Cutlery and Edge Tool (Amendment) Special Regulations, and the Foundries (Parting Materials) Special Regulations. Under the Factories (Evening Employment) Order, 1950, women are permitted to be employed in the evening at times which are prohibited under the Factories Act, without such employment being considered as overtime. The Dry Cleaning Special Regulations, 1949, came into force on June 1, 1950.

### Machine and Plant Development

The publication of the report of a team appointed by the Anglo-American Council on Productivity to study the handling of materials in industry in the United States resulted in an increasing interest during the year by many firms in the use of mechanical handling equipment. One of the main conclusions reached by the team was that more efficient handling of materials, by mechanical means or otherwise, promoted greater industrial safety.

Mechanization, the report states, "frequently supplants the operator in feeding material to or removing the finished product from a machine and so reduces the risk of injury which such an operation may occasion if dangerous parts have to be approached."

The growing tendency in some factories to replace hand and foot presses used for small press work by small air or hydraulic-

operated presses, or to convert hand presses to this form of drive, is considered to be beneficial to production and less fatiguing for the operator. This form of mechanization has caused some accidents but most users are aware of the need for guarding.

Since the war, interest in the development of plant in the building trade has lagged, partly because much of the obsolete and worn-out plant has now been replaced and partly because of restrictions on building. Some attention, however, has been paid to suggestions made in the reports of the team which studied building methods in the United States and by the Working Party on Building Operations. Developments of interest noted in the report include a special type of mobile crane capable of high lifts at all radii, three types of specialized scaffold plant for working on roofs and a new type of corrugated roofing and sheeting material.

Progress in mechanization in the rubber industry is slow, it is pointed out, because of the "peculiar nature of the trade and the flexibility in manufacture demanded from a comparatively small number of machines". The designers and makers of rubber machinery continue to show interest in trying to eliminate mechanical hazards at the design stage. As in other industries, consultations are frequently held with the makers on the design of new machines.

In the pottery industry, increasing fuel costs have encouraged research in the more efficient use of heat, the use of waste heat and design of plant. As a result, working conditions have improved and the application of scientific principles to the drying process has led to better standards of ventilation.

Inspectors' reports during the year revealed the increasing use of electricity in factories. The initial planning, the quality of material and standard of workmanship in new installations were highly commended by the inspectors. Reports of existing installations, however, showed a lack of attention to the effects of wear and tear. An increasing number of factories visited had some form of electrical generation of their own, usually in addition to a supply from the Electricity Authority. It is noted also that diesel engines are commonly used.

During the year much time was spent by the inspectors in trying to improve the standard of compliance with Section 17 of the Factories Act, which imposes certain obligations with respect to fencing of dangerous parts of machinery on those who sell or let on hire machinery for use in factories. Favourable court decisions



have aroused many machine makers to take steps to comply with this section of the Act. Rapid progress was made during the year in providing fencing for lace and plain net curtain machines. Considerable progress in complying with this section was made also by the makers of hosiery and knitting machinery but much remains to be done in this industry, the report states. An increasing number of new machines used in hosiery and other factories now imported from abroad create difficult problems. The makers of machinery abroad cannot always be persuaded to incorporate guards in the machines so that in some cases the user has to supply the guards himself.

The difficulty of guarding existing machinery is still a matter of concern. Demands on the manufacturing capacity of the makers of printing machinery generally, for both home and export orders, make them reluctant to supply new guards for old machines.

The Chief Inspector commends the continuing interest in accident prevention of the Master Printers' Federation. Members of the Federation were included in the Letterpress Printing Productivity Team which visited the United States early in the year. A statement on safety in the United States made by the leader of the team is cited:—

In connection with machinery, I think I should say that we feel that the standard of the guarding of machinery to ensure the safety of the operator is lower in America than it is at home, but to counteract this American printers appear to have developed a greater "safety consciousness" than is the case at home, and by means of notices in departments and various other devices the need is constantly impressed on the operators of taking care. We think that efforts to increase this safety-mindedness in England—without lowering our standards of guarding—would bring nothing but benefit to the industry.

### Electricity Load Shedding

Electricity load shedding was more widespread during 1950 than in the previous year. The report summarizes some general precautions which may be observed to overcome or minimize the risks involved.

### Joint Standing Committees

The work of the Joint Standing Committees for the prevention of accidents in various industries is reviewed briefly. A new committee—the Foundry Atmospheres Committee—was established by the Joint Iron Council and the Council of Iron-Foundry Associations for the purpose of undertaking research and development work in the iron foundry industry.

### Training

The establishment of many new apprentice training schemes was noted during the year, particularly in large iron and steel firms, in mechanical and electrical engineering concerns, and in some foundries. A pottery firm in the West of England has instituted apprenticeship training for both boys and girls.

In the industries where apprenticeship is not appropriate and where large numbers of women and girls are employed, various examples of simple but useful training are described as follows:—

In some woollen mills "learner sections" have been made where new entrants are taught weaving. In a chocolate factory where there is much conveyor belt work, newcomers learn on a slow conveyor belt for some weeks; in hosiery factories women work at machines in a special training section where the full speed of production is not expected; in a large clothing factory beginners start work on linings. A firm of box makers has a special training section where the factory is reproduced in miniature and the newcomers, mostly girls, are initiated into the use of the machines. A particular feature of many training departments is that special attention has been paid to making them attractive; reports speak of colour schemes and of excellent lighting in these departments.

The growing realization by many firms of the importance of training in safety is encouraging, the report states. Safety training forms an essential part of the training schemes recently inaugurated in the iron and steel trade. In a large soap works one of the objects of the program of training in safety for both senior and junior grades of managements was "to eradicate the state of mind that allows an accident to be considered as 'just an accident', 'a pure accident' or 'an unavoidable accident,' and to substitute an analysis of the circumstances."

### Accidents

The total number of accidents reported to the Factory Department in 1950 (193,059) shows the very slight increase of 77 over the 1949 figure (192,982), despite the fact that the number of workers in manufacturing industries increased by about 200,000. Also, an increase in the amount of overtime worked as a result of the re-armament program lengthened the period of risk for a great many workers. Fatal accidents in 1950 numbered 799 as compared with 772 in the previous year.

In the heavy industries, notably in shipbuilding, there were substantial decreases in the number of accidents reported. The number in the building industry, however,

rose by 1,525, mainly because of increased activity in the trade and of the increased attention paid to the reporting of accidents. The accident rate for factories set out in a table in this section of the report shows a decrease of from 26 per 1,000 employees in 1949 to 25 per 1,000 in 1950.

The analysis of accidents in factories by cause reveals that the largest increase over the previous year was from falls, the number rising by 1,534 to 26,955 in 1950. "If the number of accidents due to persons falling is to be kept down," the Chief Inspector warns, "safe means of access and a safe place to work are two points on which there must be much more concentration."

The report notes an encouraging decline in the number of accidents occurring on shafting and transmission gear generally. The number of accidents connected with transport continues to rise. The increasing use being made in industry of fork lift trucks for moving and stacking materials stacked on pallets as unit loads has led to an increase in the number of transport type of accidents arising from the use of mechanical trucks. The Chief Inspector calls attention to the necessity of ensuring that loads are not carried under conditions which cause the driver to drive "blind", or very nearly so. A good view of the route is essential. Some firms have issued booklets containing safety instructions to their drivers. Some of the more important instructions are listed in the report.

Several sections of the report describe accidents of special interest, some of which are attributed to a failure of the human element, others to faulty operational design of machinery or plant. As an example of the first kind,

a young woman of 18 on her second day of working a cardboard bending machine lost the ends of three fingers when they were caught under the blade at the front of the machine. The guard had been removed to facilitate working. On investigation it was found that the managing director had seen the machine being used without a guard, and had agreed to its removal in the first place. No compensation can make up for such maiming of the young.

A serious accident caused by faulty operational design of a large carpet squeezing machine occurred in a laundry, resulting in the loss of a man's foot and part of the leg:—

The machine is about 18 feet long, consisting essentially of two 8 in. diameter rubber-covered rollers with the nip 2 ft. 6 in. from the floor. After being first washed, the carpets are fed by hand through the rollers across an 11 in. wide

feeding ledge. The squeezed carpets are then supposed to slide unaided down an incline at the back of the rollers. It appeared, however, that many of the carpets, particularly thin carpets, fail to do this and tended to lap round the bottom roller. The delivery incline at the back of the machine prevents access to the back and at the time of the accident the injured man was compelled to stand on the feeding ledge and reach over the top of the machine in an effort to clear the carpet. He was wearing rubber boots at the time and the toe tips of his boots were taken into the nip of the rollers, the whole of one foot and leg being dragged in.

An additional fault on this machine was also detected. Across the face of the machine there was a horizontal operating bar for starting and stopping purposes, and incidentally also acting as a trip device. This operating bar actuated a friction clutch on the motor drive, and there was evidence that on occasions the operating bar failed to act due to the friction clutch sticking.

### Accidents to Young Persons

The report shows a slight decrease in the number of accidents to young persons. In 1950 there were 8,840; in 1949, 9,122. The steady drop in accidents to young persons over the past five years, as shown in a table, partly results, the Chief Inspector states, from the decline in the number of young persons employed. This fall in the number employed is an important result of the raising of the school-leaving age and of the hesitancy on the part of managements to employ youths who are liable to be called up for national service.

Reports of numerous accidents to young persons on circular saws and other wood-working machinery, on lifting machinery, from molten metal, and on other power machinery would indicate, the Chief Inspector concludes, that there is not adequate instruction and constant supervision, although there are cases of negligence on the part of the young worker through disobedience of orders. To avoid the boredom which is so often the result of monotony in factory life, "young persons," the Chief Inspector advises, "should be kept busy, with some variation in their work if possible leaving them no time to meddle with things forbidden or not understood."

The Chief Inspector refers to the apprentice training and technical schools, and the training schemes in the larger firms, as a source of instruction, but he would like to see in the curricula of such training classes greater emphasis placed on the *safe* way of working and doing things.

Young persons and indeed all beginners should be told how and why a machine works, why an operation is done in a



certain way, the dangers associated with the work, the reason for the safeguard provided, and the precautions to be taken.

The report stresses the responsibility which rests with the instructor and others who are responsible for young persons to ensure that they learn good and safe habits. A description of a number of accidents to young persons illustrates these points.

## Eye Accidents

Considerable attention is given in the 1950 report to the problem of accidents to the eyes. Apart from the accidents which cause absence from work for more than three days, of which reporting is obligatory, the total number of eye injuries sustained in factories each year is estimated at about 200,000. It is pointed out that a better compliance with the Protection of Eyes Regulations would reduce the number of eye injuries in the processes to which they apply; but a closer co-operation between the occupier and the workers is needed in order to reduce the large number of eye injuries which occur in work which does not come within the scope of the Regulations.

The Regulations were designed for a number of processes, such as the dry grinding of metals, turning, welding, fettling, cutting out rivets or bolts, chipping or scaling, and dressing of stone under specified conditions, which entail a greater risk of eye injury than others. They require the provision of suitable goggles or effective screens to prevent injury to eyes from particles or fragments which may be thrown off in the course of the process.

The importance of adequate first aid for eye injuries in preventing sepsis is stressed.

Even in factories with well-equipped ambulance rooms, it is not uncommon for a worker to turn to his workmate for attention . . . The workmate tries to remove the metal splinter with a dirty handkerchief or scrap of paper and drives it further in. . . .

In many instances, a visit to the hospital might have been avoided had the worker gone to the ambulance room immediately.

In order to obtain more precise information on the causes and nature of eye injuries to factory workers, an analysis was made of industrial eye injury reports for those accidents occurring in 1950 which caused more than three days' absence from work. For various reasons such as lack of the required information, etc., it was not possible to use all of the 9,366 reports made. Therefore, the accidents analysed in the tables represent only a very small

proportion of all the eye injuries occurring in industry. Of the 8,787 accidents analysed, 7,942 occurred among male workers; 443 among female workers over 18 years of age; 369 among male young persons; and 33 among female young persons. The very high proportion (about 95 per cent) of eye accidents among male workers, the report states, results generally from the employment of men on processes in which there is a greater risk of eye injury.

About 30 per cent of eye injuries among adult male workers occurred in certain metal working processes. Of these processes, grinding was the commonest cause, followed by fettling, dressing or chipping metal, turning, welding and cutting, and drilling.

The analysis showed also that a large number of eye injuries occur on building or demolition sites where the use of goggles is not always practicable. Many accidents are caused by the careless handling of objects and materials of all kinds, the handling of liquids, and by the splashing of molten metal during such processes as tapping a steel furnace, teeming, and pouring into moulds or skimming ladles. Ninety-five of the eye accidents were caused by explosions or blow backs. Hammers and chisels accounted for 678 eye accidents, five of which resulted in the loss of an eye.

## Accidents at Building Operations

The total number of accidents reported at building operations in 1950 (13,302) showed an increase of 1,525 over the 1949 figure of 11,777. Of these totals, 191 were fatal in 1950; 183 in the previous year.

An analysis of some of the causes is set forth in a table showing a comparison with 1949. The analysis shows the need for improvement in general tidiness and good housekeeping, although it is pointed out that this is not a simple problem. The Chief Inspector comments, however, that "no one ever seems to think of tidying up the site until the end of the job, but the cost would be well repaid in the saving of time in handling goods, in the recovery of material otherwise lost in the mud and in the reduction of accidents."

The examples given in the report of accidents in building reported from various parts of the country emphasize the need for "the inculcation of safety consciousness in building work". Many of these accidents could have been avoided, the Chief Inspector felt, if some form of well-planned organization with a safety officer had been in existence.



## Accident Prevention Organizations

The report pays tribute to the excellent work being done by the Royal Society for the Prevention of Accidents and their Groups Advisory Council in promoting and encouraging the development of group or area committees. The activities of some of these groups are described.

The development of accident prevention committees in the shipyards and allied industries is mentioned. Safety organizations in individual factories are reported to be increasing in number. Large factories, the Chief Inspector states, are becoming aware of the importance of such organizations. The smaller ones, however, do not consider them a necessity. The Chief Inspector disagrees with this view. He would like to see "even a small Committee of say, three persons, who would make periodic inspections and possibly meet for discussion only when a problem arose. In this way safe methods of working could be fostered in many factories where at present unsafe practices are seen too often."

The proper status of the safety officer is again the subject of comment in the report. Emphasis is placed on the need for adequate training in safety matters and for separating the duties of safety officer from those of personnel manager. When these duties are combined, pressure of work usually results in the neglect of the safety side. One inspector's report indicated that there were factories where safety officers existed in name only. An accident on an eight-cutter milling machine revealed upon investigation that the cutters had been entirely unfenced for a year. In the Chief Inspector's opinion, such conduct in a large factory indicates "lax administration and a failure to appreciate most of the essentials of an effective safety organization". He placed the blame on the management in this case, since the status of the safety officer was low and consequently his requests for safeguards had often been ignored.

Education on the site has proved of great assistance to the safety officer. The following illustrations are given:—

One firm has produced a Welfare and Safety Bulletin with information as to all safety precautions, which is issued every two months. Another effort was an illustrated instruction to the Building Regulations, of great interest to the men on the site. Accident analysis, frequency rates, and the cost of accidents to the firm have been subjects in other bulletins. Illustrated safety cartoons in pay packets and striking posters are two easy ways used by firms to impress safety on the

mind, and this propaganda has proved of great help in securing the co-operation of the men.

## Industrial Diseases

As in former reports, there is a table giving the details of the cases of industrial poisoning or diseases reported during 1950 and previous years under the Factories Act or the Lead Paint (Protection Against Poisoning) Act.

During the year, 57 cases of lead poisoning were reported, approximately half of which were among shipbreakers. Three cases of poisoning from mercury and six from aniline were reported. One of the two cases of chronic benzene poisoning notified was fatal. The number of cases of compressed air illness was the same as for 1949 (46), the highest figure on record. The slight increase in the number of cases of anthrax infection in 1950 was mostly as a result of the handling of hides and skins. Cases of epitheliomatous ulceration numbered 195 (with 13 deaths), representing an increase of five over the 1949 figure; cases of chrome ulceration numbered 143.

The number of cases of dermatitis notified voluntarily during the year was 3,571, a decrease of 38 over 1949. An analysis of these notifications set forth in a table shows that almost one-third (1,104) of the cases were among workers in metal manufacture, engineering and allied trades. In about 44 per cent of 1,912 cases analysed, the hands only were affected; in about 17 per cent of the cases, the arms alone were affected.

Particular attention is now being paid by the Factory Department to the conditions under which beryllium is being used, both in the extraction of the metal from the ore and in the fluorescent lamp industry. As a result of American experience, which has shown that beryllium causes acute pneumoconitis and pulmonary granulomatosis, greater attention has been directed to dust control since 1944 and periodic medical examinations with monthly weight records have been recommended. Few cases have been reported in Britain, however, because development in the fluorescent lamp section of the industry has been retarded by the re-armament program.

## Medical Examination of Young Persons

Since the coming into force on October 1, 1948, of the provision in the Factories Act, 1948, which raised to 18 the age for compulsory medical examination of young persons and provided for re-examination annually, there has been a progressive increase in the number of such examinations by appointed factory doctors.

During 1950 there were 382,144 examinations of young persons (excluding those of youths employed at night), compared with 142,446 in 1948. Pediculosis was the largest single cause for the refusal of 3,048 certificates of fitness. From a medical point of view, diseases of the eyes and eyelids constitute the most important cause of rejection. The Chief Inspector comments that the figures indicate a need for closer attention by those responsible for juvenile health to the long-term disabilities found among young persons, especially diseases of the lungs, the circulatory system and of the ear, nose and throat.

### Health and Welfare Conditions in Ironfoundries

Special attention was again given by the Factory Department to conditions in foundries. Reports upon the work done towards implementing the recommendations of the Joint Advisory Committee on Conditions in Ironfoundries (1947) indicate good progress in the larger foundries. The rate of improvement was slower, however, in the smaller establishments, many of which faced difficulties with old buildings situated in congested areas.

Considerable modernization of techniques of ironfounding continued during the year. Many installed either fully- or partially-mechanized methods for a reduction in the handling of materials. Improvements in cleanliness, tidiness, lighting and in the continued provision of welfare amenities and washing facilities were noted. Improvements have been made also in space heating, but much remains to be done to meet the recommended standards of temperature. The problems of dust, gases and fumes in foundries are being studied by the Foundry Atmospheres Committee referred to above.

The Foundries (Parting Materials) Special Regulations, 1950, which came into force on December 1, 1950, prohibit the use of certain materials as parting materials, containing more than three per cent by weight of silica. It is hoped that strict compliance with these Regulations will diminish the risk of silicosis in all foundry work.

In summing up the development in foundries during the year the Chief Inspector observed:—

It can be said with confidence of ironfoundry managements that hardly any other industry has reacted so wholeheartedly to such radical changes in production methods and working conditions as has been experienced in foundries over the past few years in Great Britain,

and from which will inevitably result healthier and better working conditions in what is basically a different industry in comparison with others.

### Pottery (Health and Welfare) Regulations, 1950

A high standard of compliance with the Pottery (Health and Welfare) Regulations, 1950, which have been in force a year, was noted in the Stoke area. There are still problems to be met, however, especially those of a structural nature, and particularly in older factories. The problem of dust control is one of major importance.

Some firms, the Chief Inspector reports, have gone to considerable trouble and expense to improve working conditions. The new Regulations require protective clothing in an extensive range of processes, but full compliance was not possible during 1950 because of the short supply of such clothing.

### Building (Safety Health and Welfare) Regulations, 1948

Compliance with the Building Code has been slow, but steady progress is noted. Shortage of timber has been a common cause of non-compliance with the requirements concerning widths of platforms and provision of toeboards. Substitute materials for scaffold boards have not proved satisfactory.

Mechanization on building sites has resulted in the increasing use of hoists because of their simplicity of construction, but it is pointed out that this appearance of simplicity has led to a failure to appreciate the need for proper maintenance and operation by competent and responsible drivers. With regard to hoistway fencing, the report had this to say:—

Inspections on building sites show that the standard of hoistway fencing, including access gates, is on the whole unsatisfactory and that access gates, when provided, are nearly always left open all the time the hoist is being used. Most of the hoists are fitted with safety devices to prevent the fall of the platform and to prevent overrun, but overrun devices are often badly fitted and probably ineffective in many cases.

### Lighting and Colour

During 1950, increasing attention was paid to both natural and artificial lighting but ignorance on the subject is still apparent in some factories. In most new factories natural lighting is good. There are still cases, however, where the proper design of windows has been overlooked.



Existing factories continue to install roof lights, using in some instances, plastic instead of glass.

Standards of artificial lighting have improved through the adoption of fluorescent lighting. With regard to this type of lighting, the Chief Inspector states:—

It must not be assumed, however, that this type of lighting is universally appreciated, or that it is the last word in artificial lighting. In many cases a judicious mixture of fluorescent and tungsten lamps is used, and there are instances where there has been a complete return to the older type. So much depends on the process and the type of factory building. Where good general lighting of high intensity is needed, then the fluorescent tube is often the best answer, but where general lighting requires to be supplemented by local lighting the filament lamp may be more suitable.

According to the report, the three essential points of lighting installations which require further attention are: (a) good lighting; (b) light where it is wanted; and (c) no glare. The importance of keeping light fittings clean and in good condition is again emphasized.

Inspectors' reports reveal an increasing use of pleasant colours in factory decoration; there is a tendency to use the softer pastel shades. The makers of machines, too, are painting their products in more pleasing shades than the usual grey or black. Reference is made in the report to the British Standards (BS 1710) for colour identification of pipe lines.

### Temperature and Ventilation

Although there is an increasing awareness that "temperature and ventilation are inextricably allied in promoting good working conditions," reports show that in many factories both management and workers are indifferent to ventilation. Badly-planned ventilating schemes are still too common. Some of the worst ventilation was found in underground rooms.

Improved ventilation for the removal of dust and fumes is evident in a variety of trades. The importance of maintaining exhaust systems in good condition is emphasized. "A well-designed system is only the beginning; constant care is necessary to secure efficiency."

Fuel shortages and electricity cuts caused some difficulties in temperature control during the winter months. Existing appliances could be improved and management is urged to deal with the problem during the summer months rather than "on the first frosty day".

### Sanitation, Cleanliness, Clothing Accommodation

General improvement is noted in sanitary conditions and cleanliness and in the washing facilities and clothing accommodation provided in factories. Except in the smallest factories, the number of sanitary conveniences provided often exceeds the minimum legal requirements. Improved washing facilities include shower baths, not only in large factories but in many different types of smaller works. The importance of supervision in keeping washing facilities in good condition is emphasized. Standards of cloakroom accommodation have not improved as rapidly. It is noted that lockers of good design are being used in many different types of factory.

### Sitting Facilities

Section 6 of the Factories Act, 1948, which came into force on October 1, 1950, provides that

where any employed persons have, in the course of their employment, reasonable opportunities for sitting without detriment to their work, there shall be provided and maintained for their use suitable facilities for sitting, sufficient to enable them to take advantage of those opportunities. Where a substantial proportion of any work can properly be done sitting, there shall be provided and maintained for any employed person doing that work, a seat of a design, construction and dimensions suitable for him and the work, together with a foot-rest on which he can readily and comfortably support his feet if he cannot do so without a foot-rest; and the arrangement shall be such that the seat is adequately and properly supported while in use for the purpose for which it is provided.

As a result of wide publicity given to this section of the Act, considerable thought was given during the two years before it came into effect to the installation of good seating. In many factories, management and workers exchanged ideas on the type of seating most suitable, with the result that methods of work have improved, particularly in the elimination of unnecessary movement. Reports show that a number of laundries have experimented with seats for such processes as sorting, feeding of calenders and hand ironing. In spite of progress, there is much to be done. Habits and bias have still to be overcome. The Chief Inspector remarks: "Many managements still retain the attitude of mind that the old way must inevitably be the right way. It can at least be said, however, that a promising beginning has been made towards intelligent compliance with the new requirements."



## Hours of Employment

Few changes have taken place during the year in the standard working week in most industries of 44 or 45 hours in five days. Saturday employment is confined more and more to trades dealing with food or direct services to the customer, such as bake-houses, ice cream factories and garages carrying on motor vehicle repairs. The re-armament program and export demands have resulted in considerably more overtime being worked both in the payment sense and the Factories Act sense of employment beyond the permitted 48 hours. An improvement in the reporting of overtime is noted. Reports indicate that many adult men, whose hours are not controlled by law, are working very long hours in a number of industries. The employment of part-time workers, many of them married women, within the standard period of employment continues.

There was little evidence of serious illegal employment during the year but reports from some Divisions show that it is not fully understood that the employment of children under 15 years of age in a factory is illegal.

Of 43 Orders made in 1950 under Section 83 of the Factories Act to permit a starting time before 7 a.m., 15 were renewals of previous Orders. Starting times varied between 6 a.m. and 6.50 a.m.

Emergency powers were used again during the year to permit arrangements of hours inconsistent in various respects with the provisions of the Factories Act. In November, 1950, according to the table which appears in the report, there were 1,062 such Orders and Permissions in effect for Day Work Schemes (including evening

employment), and 441 for shift work. Authorized arrangements for the evening employment in factories of women not otherwise employed in a factory are growing in popularity. Enthusiasm for evening work is also spreading to elderly men and it is reported that retired men are returning to work on evening shifts in some cotton factories.

To simplify the procedure for the granting of such Orders, the Factories (Evening Employment) Order was issued in December, 1950, to give a District Inspector power to issue Permissions for Evening Employment covering the employment of women between 5 and 10 p.m. on any evening, other than Saturday or Sunday, provided they were not employed about the business of the factory or in any other business carried on by the occupier outside that period of employment. If the spell of employment exceeds 4½ hours, a 10-minute interval must be allowed.

Before the end of the year a number of firms on important work were granted Orders to work beyond the overtime limit of 25 weeks permitted in the Act.

## Canteens

New canteens continued to be set up. At the end of the year, 5,092 factories employing more than 250 workers had hot meal canteens, compared with 4,979 at the end of 1949. In 11,174 factories employing fewer than 250, hot meal canteens were in operation. Although the general standard of cooking has been improved, little attention, the Chief Inspector states, is paid to menu planning. There is room for improvement, too, he says, at many dock canteens, where the general effect is one of drabness.

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# International Federation of Christian Trade Unions Hold 11th Convention

200 delegates attend meeting at The Hague; Canada not represented.  
Resolution calling for labour participation in management is adopted

More than 200 leaders of the Christian trade-union movement from some 20 countries took part, at the beginning of July, in the 11th Convention of the International Federation of Christian Trade Unions at The Hague, Holland—scene of the organization's foundation in 1920.

The theme of the three main reports presented at the convention was "The

participation of the workers in the direction of the economic system, on the national and international levels and on the level of the concern".

For the first time, a number of trade-union leaders from Africa and Asia were present at an IFCTU convention. In the last few years, Christian trade-unionism has undertaken the organization of workers in

Viet-Nam, the Congo, Morocco, Algeria and Madagascar. The IFCTU now claims three million affiliated members.

Canada was not officially represented; nor were Germany or Italy. Gérard Picard, General President of the Canadian and Catholic Confederation of Labour, who had planned to attend, was detained by some important strikes.

### Call for Joint Management

Asserting that the right to joint management, if not a natural right, may become an acquired right through historic evolution, and taking note of numerous experiments in joint management already in progress, the delegates declared themselves unanimously in favour of joint management.

More specifically, the resolution adopted by the delegates calls for the development of new forms of economic enterprise which "will enable wage-earners to play an active part (not exclusive of the part normally reserved for the owner of the concern) in the guidance, management and administration of concerns, thus making it possible

to place preoccupations of a human and family nature once more in the centre of economic activity".

The final outcome hoped for by the IFCTU is "the full participation of the world of labour at all levels, and especially on the level of the concern, in decisions of an economic and social nature".

The IFCTU will therefore work from now on—making allowance for the necessary adaptations—towards gradually introducing elements of joint management into collective agreements and legislation. It will invite employers' and government associations to join in the efforts.

### Election of Officers

The convention was presided over by Gaston Tessier of France, General President of the French Confederation of Christian Workers since 1948, who became General President of the IFCTU in 1947. The convention at The Hague renewed his mandate for another three years.

P. J. S. Serrarens of Holland, who had been General Secretary of the IFCTU since its creation in 1920, was replaced by Auguste Vanistendael of Belgium.

## IFCTU President's Message to Canadian Workers

The 11th convention of the International Federation of Christian Trade Unions has affirmed the vitality, the cohesion and the radiation of Christian trade-unionism throughout the entire world.

The IFCTU is happy and proud, in particular, to be able to count on the loyal attachment, in North America, of

the Canadian and Catholic Confederation of Labour.

I encourage Canadian workers to take part in the development of Christian trade-unionism. Christian trade-unionism has a unique and original contribution to make towards the building up of a new world based on justice and liberty.

## Effects on Industry of Long Illness Are Studied

A nation-wide survey studying the effect of prolonged illness upon employed persons in the United States was recently begun by the Research Council for Economic Security, an organization with headquarters in Chicago.

Firms representing 20 industries are currently reporting the illness experience of more than 100,000 workers. The survey

will gradually be extended to cover at least 500,000 employed persons in every region throughout the country.

Pilot studies conducted by the Council indicate that industry can expect three to six per cent of its total labour force to be off the job during any year because of prolonged illness.

It is estimated that the survey will require two years to complete.

# International Labour Organization

## Three Conventions, Three Recommendations Are Approved at ILO's 35th Conference

Conventions cover social security, maternity protection, and holidays with pay for agricultural workers; 103 Conventions have been approved

Three Conventions and three Recommendations were adopted at the 35th conference of the International Labour Organization in Geneva this summer. The meeting, which lasted three and a half weeks, was attended by 654 government, employer and worker delegates from 66 member countries.

The new Conventions, which bring to 103 the number adopted by the ILO, cover social security, maternity protection and holidays with pay for agricultural workers. The Recommendations were the 93rd, 94th and 95th approved by the ILO. One is designed to promote co-operation between employers and workers; the others supplement the Conventions on maternity protection and agricultural holidays.

The new Conventions will require Governments which ratify them (1) to assure the application of certain minimum standards of social security protection; (2) to assure maternity leave of at least 12 weeks and other forms of maternity protection; and (3) to assure that agricultural workers are granted an annual holiday with pay after a period of continuous service with the same employer.

The member countries are required to submit Conventions adopted by the conference to their competent authorities for possible ratification. A country ratifying a Convention is under obligation to bring its laws and regulations into line with the standards specified in the Convention and to report annually to the ILO on the way it is discharging this obligation.

The Recommendation on employer-worker co-operation declares that "appropriate steps should be taken to promote consultation and co-operation between employers and workers at the level of the

undertaking on matters of mutual concern not within the scope of collective bargaining machinery, or not normally dealt with by other machinery concerned with the determination of terms and conditions of employment."

The conference considered two other "technical" questions.

It approved a resolution recommending standards governing the employment of young persons in underground coal mining, agreeing on a minimum age of 16 years. It voted to consider a Recommendation on the subject at next year's conference.

It gave preliminary consideration to international regulations to protect the health of workers in places of employment, approved a series of conclusions designed to provide a basis for these regulations, and decided to place the question on next year's agenda with a view to the adoption of either (1) a Convention supplemented by a Recommendation; or (2) a Recommendation.

The delegates also approved, without any votes in opposition, a declaration asserting that it "is essential for the trade union movement in each country to preserve its freedom and independence so as to be in a position to carry forward its economic and social mission regardless of political changes."

In another resolution, they expressed satisfaction with the ILO's program of technical assistance to underdeveloped countries and called for its further extension.

In one of its first decisions, the Conference voted unanimously to admit the newly sovereign United Kingdom of Libya to membership in the ILO, thus raising the total of member countries to 66.



## TEAMWORK IN INDUSTRY



Adequate publicity of the work done by labour-management production committees is very important. As an aid in keeping LMPCs all over the country informed on what other committees are doing, the Labour-Management Co-operation Service publishes the monthly bulletin *Teamwork in Industry*. This publication carries, in addition to news about LMPCs, stories on joint consultation in Canada, Great Britain, the United States and other countries. A digest of the material published in *Teamwork in Industry* appears monthly in the *LABOUR GAZETTE*.

Each issue of *Teamwork* contains a cartoon designed to spotlight a phase of LMPC operations. The message in the cartoon is always self-explanatory, although at times the monthly editorial expands the idea presented in the cartoon. Company and union publications can obtain stereotype mats and gestaprints (for use on duplicating machines) of these cartoons free of charge.

Reproduced above is the cartoon which appeared in the February, 1952, edition of *Teamwork in Industry*. Its message is one of co-operation between labour and management. Other cartoons in recent issues have dealt with safety, increased productivity, quality, LMPC publicity, and the LMPC labour representative. Many committees have found these cartoons useful in plant papers. They serve to focus attention on the many fields of activity engaged in by LMPCs. One Quebec LMPC uses them in periodic mimeographed reports of its activities distributed to the employees.

Any LMPC wishing mats or gestaprints of these cartoons may order them from the Labour-Management Co-operation Service, Department of Labour, Ottawa 4, Ontario.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued 14 certificates designating bargaining agents, ordered three representation votes, and rejected one application for certification. During the month, the Board received nine applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. Brotherhood of Railroad Signalmen of America, on behalf of a unit of signal gang employees of the Canadian Pacific Railway Company employed on its Eastern, Prairie, and Pacific Regions (L.G., June, 1952, p. 753).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck, engine room and stewards departments of vessels operated by British Columbia Steamship Co. Ltd., Vancouver (L.G., July 1952, p. 912).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck, engine room and stewards departments of the m/v *Dinamac*, operated by Mr. R. McLeese and Mr. Angus McKee, Vancouver (L.G., July, 1952, p. 912).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck, engine room and stewards departments of the m/v *P.W.*, m/v *Teco*, and m/v *Cloverleaf*, operated by The Packers Steamship Company Limited, Vancouver, while such vessels are engaged in the freight service operations of the company (L.G., July, 1952, p. 914).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Limited, Vancouver, employed in the Mayo District, Yukon Territory.

6. United Grain Elevator Workers Local Union No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink

and Distillery Workers of America, on behalf of a unit of elevator employees of Midland Pacific Terminal Limited, Vancouver (L.G., July, 1952, p. 914).

7. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of clerical employees of Canadian National Railways, employed in the offices of the General Freight Claims Agent and District Freight Claims Agent, Montreal (L.G., July, 1952, p. 914).

8. International Union of Operating Engineers, Local 920, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., comprising employees classified as stationary engineer (power house), power house mechanic, air conditioning operator, air conditioning mechanic, pump house operator, coal and ash handler, shovel operator, tractor operator, and helpers and apprentices in such classifications (L.G., July, 1952, p. 913).

9. International Brotherhood of Electrical Workers, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., comprising employees classified as electrician, instrument mechanic (electronic), instrument mechanic (process), instrument mechanic (meters), electronic wiremen, and helpers and apprentices in such classifications (L.G., July, 1952, p. 912).

10. International Association of Machinists, Chalk River N.R.C. Lodge No. 1522, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., comprising employees classified as tool and die maker, machinist, tool crib operator, layout man (machine shop), maintenance mechanic, millwright, and helpers and apprentices in such classifications (L.G., July, 1952, p. 913).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



11. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 989, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., comprising employees classified as bus operator, truck driver, truck driver (heavy), automotive mechanic, oiler and greaser, and helpers and apprentices in such classifications (L.G., July, 1952, p. 913).

12. United Brotherhood of Carpenters and Joiners of America, Local 2466, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., comprising employees classified as carpenter, lead hand, carpenter, carpenters' helper, and carpenters' apprentice (L.G., July, 1952, p. 913).

13. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 560, on behalf of a unit of employees of Atomic Energy of

Canada Limited, Chalk River, Ont., comprising employees classified as plumber and steamfitter, welder, lead burner, sheet metal worker, lagger, and helpers and apprentices in such classifications (L.G., July, 1952, p. 913).

14. Atomic Research Workers' Union, No. 24291, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., comprising employees classified as bricklayer, bricklayer helpers and apprentices, painter (spray), painter, painter helpers and apprentices, leading stores counter men, stores counter men, stores helper, janitor, labourer, seamstress, contamination monitor, decontamination operator, laundry operator, process operator and process trainee, maid, and animal attendant (L.G., July, 1952, p. 913).

### Representation Votes Ordered

The Board ordered representation votes of units of employees of: (1) Maple Leaf

## Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Milling Co. Limited; (2) The Ogilvie Flour Mills Co. Limited; and (3) Lake of the Woods Milling Company Limited, all located at Medicine Hat, Alta. The votes were ordered following investigation of applications for certification submitted on behalf of the employees concerned by Locals 510 and 511 of the United Packing-house Workers of America (L.G., July, 1952, p. 914).

#### Application for Certification Rejected

Canadian Merchant Service Guild, Inc., applicant, and Canadian National Railways (Cape Tormentine, N.B.-Port Borden, P.E.I., Ferry Service), respondent. The application was rejected for the reason that it did not have the support of a majority of the employees in the bargaining unit considered appropriate by the Board. In determining the appropriate bargaining unit, the Board excluded junior masters and first officers (L.G., July, 1952, p. 914).

#### Application for Certification Withdrawn

National Catholic Syndicate of Longshoremens of Sorel, Inc., applicant, and Canada Steamship Lines Limited (L.G., June, 1952, p. 754).

#### Applications for Certification Received

1. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Northern Construction Company and J. W. Stewart Co. Limited, Vancouver, employed in the Mayo District, Yukon Territory (Investigating Officer: G. R. Currie) (See applications for certification granted above).

2. Saskatchewan Wheat Pool Employees' Association, on behalf of a unit of clerical employees of Saskatchewan Co-operative

Producers Limited, Regina, Sask., employed in its flour mill at Saskatoon (Investigating Officer: J. S. Gunn).

3. West Coast Seamen's Union (Canada), on behalf of unlicensed personnel employed in the deck, engine room and stewards departments of vessels operated by Marine Express Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed in the deck and stewards departments of vessels operated by Gulf Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

5. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed in the deck, engine room and stewards departments of vessels operated by Davidson Marine Limited, Vancouver (Investigating Officer: G. R. Currie).

6. Canadian Airline Pilots Association on behalf of pilots employed by Maritime Central Airways Limited, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove).

7. Overseas Communication Union, Local No. 272, CCL, on behalf of a unit of clerical employees of the Canadian Overseas Telecommunication Corporation, Montreal (Investigating Officer: R. Trépanier).

8. Overseas Communication Union, Local No. 272, CCL, on behalf of a unit of operating and engineering employees of the Canadian Overseas Telecommunication Corporation, Montreal (Investigating Officer: C. E. Poirier).

9. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers below the rank of chief engineer employed by Reoch Steamship Company Limited, Montreal (Investigating Officer: L. Pepin).

## Conciliation and Other Proceedings before the Minister of Labour

#### Conciliation Officers Appointed

During June, the Minister appointed conciliation officers to deal with disputes between the following parties:—

1. Northern Telephone Company Limited, New Liskeard, Ont., and Communications Workers of America (Conciliation Officer: F. J. Ainsborough).

2. Vancouver Hotel Company Limited, Vancouver, and International Brotherhood

of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie).

#### Settlements Effected by Conciliation Officers

During June, Conciliation Officers reported settlement of the following disputes:—

1. McCabe Grain Company Limited (Seed Cleaning Plant, St. Boniface, Man.) and Local 105, International Union of

United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., July, 1952, p. 914).

2. National Harbours Board and National Harbours Board Employees' Association, affecting employees of the Board at Prescott, Ont. (L.G., July, 1952, p. 914).

3. Canadian Pacific Air Lines Limited and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., June, 1952, p. 755).

4. Grand Trunk Pacific Development Co. Limited, Vancouver, and Marine Workers & Boilermakers Industrial Union of Canada, Local No. 2 (L.G., July, 1952, p. 914).

5. Wolfe Stevedores Limited, Empire Stevedoring Company Limited, North American Elevators Limited, Sorel Dock & Stevedoring Company Limited, Eastern Canada Stevedores Limited, Canada Steamship Lines Limited, and the National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., May, 1952, p. 590).

### Conciliation Boards Appointed

During June, the Minister established Boards of Conciliation and Investigation to deal with disputes between the following parties:—

1. British Columbia Telephone Company and Federation of Telephone Workers of British Columbia (L.G., July, 1952, p. 914). The Board had not been fully constituted at the end of the month.

2. The Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen, affecting dining, cafe and buffet car employees. The Board had not been fully constituted at the end of the month.

3. Vancouver Barge Transportation Company Limited, Vancouver, and the Seafarers' International Union of North America, Canadian District. The Board had not been fully constituted at the end of the month.

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen (L.G., July, 1952, p. 915) was fully con-

stituted in June with the appointment of His Honour Judge W. S. Lane, Pieton, Ont., as Chairman. Judge Lane was appointed on the joint recommendation of the other two members, Norman L. Mathews, Q.C., and the Hon. A. W. Roebuck, Q.C., both of Toronto, who had previously been appointed on the nominations of the Company and the Brotherhood, respectively.

2. The Board of Conciliation and Investigation established in May to deal with matters in dispute between Colonial Coach Lines Limited and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, 1952, p. 915) was fully constituted in June with the appointment of His Honour Judge J. C. Reynolds, Kingston, Ont., as Chairman. Judge Reynolds was appointed on the joint recommendation of the other two members, A. W. Beament, Q.C., Ottawa, and R. G. Geddes, Toronto, who had previously been appointed on the nominations of the Company and the Brotherhood, respectively.

### Settlements following Board Procedure

During June, settlements were reported in the following disputes following receipt by the parties of reports of Boards of Conciliation and Investigation:—

1. Vancouver Hotel Company Limited, Vancouver, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, 1952, p. 756). The dispute was settled after further direct negotiation between the parties.

2. Eldorado Mining and Refining (1944) Limited, Port Hope, Ont., and Local 13173, District 50, United Mine Workers of America (L.G., July, 1952, p. 915).

3. Five elevator companies located in Vancouver, including the Alberta Wheat Pool, Pacific Elevators Limited, Searle Grain Company Limited, United Grain Growers Limited, and Kerr-Gifford & Co., Inc., and Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., July, 1952, p. 915). The dispute was settled following further direct negotiations between the parties and with the assistance of officials of the Department of Labour.



# Collective Agreements and Wage Schedules

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

### Mining

**Coal Mining**—*Cape Breton and Springhill, N.S.—Dominion Coal Company Limited and Cumberland Railway and Coal Company and United Mine Workers of America, District 26.*

Agreement to be in effect from February 1, 1952, to January 31, 1953, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Dec., 1950, p. 2060), with the following changes and additions:—

**Check-off:** the provision that the maximum amount to be deducted from the pay of all union members for union purposes in any one month shall not exceed \$5 has been omitted.

**Paid statutory holidays:** employees at the Louisburg Pier are now paid for 4 specified statutory holidays, provided they work a full shift on each of the 2 scheduled working days immediately preceding the holidays and on each of the 2 (3 if the holiday falls on a day when operations are not normally carried on) scheduled working days immediately following the holidays. Employees who work on the paid holidays will receive double time.

Wage rates are increased by \$1.60 per day for daily-rated employees and by 20 cents per hour for hourly-rated employees. (This includes the increase of 60 cents per day or 7.5 cents per hour which became effective February 1, 1951.) The basic daily rate is now \$9.74.

**Asbestos Mining**—*Asbestos, P.Q.—Canadian Johns-Manville Company Limited and jointly Le Syndicat National de L'Amiante D'Asbestos Inc. and La Fédération Nationale des Employés de L'Industrie Minière, Inc.*

Agreement to be in effect from February 1, 1952, to January 31, 1954, and thereafter from year to year, subject to notice.

**Check-off:** voluntary but irrevocable.

**Hours:** 8 per day; arrangements will be made to put the 40-hour work-week in effect in each department as soon as possible after February 1, 1952, but not later than August 1, 1952. **Overtime:** time and one-half for work in excess of 8 hours in any 24-hour period, or 48 hours in any work-week, whichever results in greater pay, provided that, when a shift of more than 8 hours is established by agreement in order to permit completion of a 48-hour work-week in less than 6 full working days, the overtime rate will be paid only for hours worked in excess of such longer shift. Immediately the 40-hour week is put in effect in any department the same overtime rates will be paid on a 40-hour week basis. Time and one-half will also be paid for work on an employee's scheduled day off, on Sundays and on 3 specified holidays; an additional 6 (previously 5) holidays are *paid holidays* and work on these will be paid for at double time and one-half. In 1954, Epiphany will be added to the list of paid holidays. If an employee is called back to work after leaving the company's property or reports on call-duty on a Sunday or holiday, he shall receive a minimum of 4 hours at straight time or pay for the hours worked, whichever is greater.

**Vacations with pay:** after one year of continuous service one week, after 3 years' service 2 weeks and after 25 years' service 3 weeks. There will be a one-week general plant shutdown for vacation during June or July at a time to be selected by management. Employees eligible for additional vacations may take them at such time during the term of the agreement as can be mutually arranged to suit both parties.

**Hourly wage rates** for certain classes (the first rate to be in effect before and the second rate after the introduction of the 40-hour week): Mining department, open pit—electric shovel operator \$1.53 and \$1.84, gas shovel operator \$1.38 and \$1.66; haulage truck operator, blaster \$1.27 and \$1.52; primary driller \$1.25 and \$1.50; connector, tapper \$1.23 and \$1.48; yard labour, starting \$1.09 and \$1.31, after 6 months \$1.10 and \$1.32. Milling department—baggers \$1.09 and \$1.31; sewers, shippers \$1.14 and \$1.37; belt conveyor attendant \$1.13 and \$1.36; crusherman (surface), fiberizer attendant \$1.16 and \$1.39; fibre picker, coal heaver \$1.09 and \$1.31; lift truck operator, pay loader operator \$1.25 and \$1.50. Mine department, underground—blaster \$1.42 and \$1.70, helper \$1.30 and \$1.56; brakeman, crusherman \$1.28 and \$1.54; diamond driller, blast hole \$1.39 and \$1.67, exploration \$1.43 and \$1.72; helpers \$1.22 and \$1.46; hoistman, surface \$1.30 and \$1.56, underground \$1.37 and \$1.64; dryman, labourer (surface) \$1.09 and \$1.31; rigger, loader operator \$1.32 and \$1.58; mucker \$1.17 and \$1.40; nipper, scoopmobile operator \$1.21 and \$1.45; powderman, tippelman \$1.25 and \$1.50;



pumpman \$1.22 and \$1.46; trackman \$1.18 and \$1.42. Apprentices—first year 93 cents and \$1.12, second year \$1 and \$1.20, third year \$1.08 and \$1.30, fourth year \$1.15 and \$1.38, thereafter trade rate. The above rates are to be increased by 5 cents per hour on August 1, 1952, and again by the same amount on February 1, 1953. (The rates in effect prior to the introduction of the 40-hour week are in most cases the same as those provided in the previous agreement.)

**Escalator clause:** to the above rates will be added a cost-of-living bonus of 40 cents per week for every increase of one point in the Dominion Bureau of Statistics' cost-of-living index above 170.7 (index figure for November, 1950). Adjustments are to be made monthly, upward or downward, provided that no decreases in pay will be made if the index falls below 170.7. (This provision is the same as in the previous agreement.) Effective immediately upon the adoption of the 40-hour week in any department the company agrees to pay a minimum cost-of-living bonus in the following amounts: to July 31, 1952, \$1.60 per day (maximum \$8 per week); from August 1, 1952, to January 31, 1953, \$1.20 per day (maximum \$6 per week); from February 1, 1953, to January 31, 1954, 80 cents per day (maximum \$4 per week). This minimum bonus will be increased by 40 cents per week for every increase of one point in the cost-of-living index above 195.7. Adjustments are to be made monthly, upward or downward, except that no decrease in the bonus will result from a decrease in the index below 195.7. The cost-of-living bonus shall be calculated on a daily basis and shall apply only to normal working days and paid holidays.

**Night shift differential:** the company will pay a premium of 2 cents per hour to all full-time workers employed on the evening shift and 3 cents per hour to those employed on the night shift.

**Apprentices** will be employed only in the following trades: machinists, carpenters, tin-smiths, electricians, mechanics and welders. There shall not be more than one apprentice for each 5 tradesmen or fraction thereof. No apprentice shall be accepted before his 18th birthday or after the beginning of his 23rd year.

**Seniority** shall be plant wide and shall be the determining factor in all matters affecting promotion, demotion and transfer to other than supervisory or salaried positions as between employees approximately equally qualified to fill the job. The same policy shall apply to lay-offs and to rehiring after a lay-off, except that when seniority is equal family status shall be given consideration.

Provision is made for *grievance procedure* and the *safety* of employees.

**Gold Mining—Timmins, Ont.—Hollinger Consolidated Gold Mines Limited and the United Steelworkers of America, Local 4305.**

Agreement to be in effect from May 20, 1952, to September 9, 1953. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. During the term of the

agreement, either party may open negotiations once on 30 days' notice, with respect to wages.

**Collection of union dues:** the company will permit union representatives to collect union dues on the 2 days following pay days at 3 specified places on company property.

**Hours:** surface—for day workers 8½ hours per day Monday through Friday, 5½ on Saturday, and for shift workers 8 per day, 6 days a week, a 48-hour week in either case. Underground—hoisting and lowering schedules will be arranged to provide approximately 8 hours from collar to collar for each shift, but variations not exceeding 15 minutes, which do not occur consistently, shall be disregarded, while delays in excess of 15 minutes shall be considered time worked and paid for on the basis of straight time, except when the delay is beyond the control of the company. Hoistmen, cage-tenders and deckmen on a 2-shift basis will be expected to lower their shift and return them to surface without time and one-half for overtime unless the shift works overtime. **Overtime:** time and one-half for work in excess of the regular daily schedule or in excess of 48 hours in any one work week; double time for work on 4 specified *paid holidays*. Mutually agreeable arrangements may be made on continuous operations to have employees average a 48-hour work week over a 3-week period; if this is done, time and one-half will be paid for work in excess of the regular schedule.

**Vacations with pay:** the company will suspend operations for a two week period during the summer months and this shall be considered the annual vacation for all employees with the exception of those who are required for maintenance and repair work. The amount of vacation pay will depend on the length of service; employees with less than 2 years' service will receive 2 per cent of earnings, those with 2 years' service 2½ per cent, those with 3 years' service 2¾ per cent, those with 4 years' service 3 per cent and employees with over 5 years' service 4 per cent of earnings. Employees required to work during shut-down period will be granted their vacation at some other mutually acceptable time: employees with less than 2 years' service will be granted one week, those with 2 years' service one week and one day, those with 3 years' service one week and 2 days, those with 4 years' service one week and 3 days and employees with over 5 years' service 2 weeks. Employees with less than one year's service will receive 2 per cent of their total earnings. An employee who voluntarily terminates his employment or who is discharged for any reason will have 2 months' vacation pay deducted from any vacation with pay credits for every day of unjustifiable absence over one day per month.

**Hourly wage rates** for certain classifications: clerical occupations \$1.07½ to \$1.22½, shops—machinist \$1.37½; blacksmith, boiler-maker, sheet metal worker \$1.35; welder, plumber \$1.32½, ironworker, carpenter, pipe-fitter \$1.30; machine operator \$1.27½; handymen, blacksmith \$1.25, carpenter \$1.22½, machinist \$1.17½; helpers, blacksmith \$1.12½, machinist \$1.10, carpenter \$1.10; miscellaneous—skip hoistman, cage hoistman, hoist repairman \$1.30; hoist repair helper \$1.12½, surface labourer \$1.02½, crushing

plant \$1.02½ to \$1.32½, treatment plant \$1.05 to \$1.12½; mine—stope runner \$1.32½, raise runner \$1.30, drift runner \$1.25; mucking machine operator \$1.27½, helper \$1.12½, burnerman \$1.27½, timberman, scaler \$1.25; stope helper, powderman \$1.15; drift loader \$1.15, helper \$1.07½, drift helper, skip loader \$1.12½; mine labour \$1.05, skip dump deckman \$1.02½.

**Off-shift differential:** employees steadily engaged on afternoon shift work will receive an additional 3 cents per hour and those engaged on night shift work an additional 5 cents per hour.

**Pension plans:** there shall be a joint committee of not more than 5 company representatives and 5 union representatives to discuss pension plans.

Provision is made for *seniority rights, grievance procedure and the safety and health* of employees.

## Manufacturing

**Rubber Products—Granby, P.Q.—The Miner Rubber Company Limited and the Rubber Workers' Federal Union, Local 209 (TLC).**

Agreement to be in effect from January 1, 1952, to December 31, 1952, and thereafter from year to year, subject to 60 days' notice.

**Check-off** of monthly union dues compulsory for all eligible employees (modified Rand Formula).

**Hours:** 9 per day Monday through Friday, a 45-hour week (except for firemen, maintenance men, watchmen, etc.). An employee who does not work during part of the normal work week due to any cause beyond the control of the company may be required to work up to 9 hours on the following Saturday to make up for time lost. Such Saturday work will be considered as part of the normal work week. **Overtime:** time and one-half for work in excess of above hours and for work on Sundays and on 5 specified holidays; double time for work on 6 other specified *paid holidays*.

**Rest periods:** the company will continue to allow each employee two 10-minute rest periods per shift.

**Vacations with pay:** one week after 12 months' continuous service; any employee who is entitled to a seniority rating of at least 5 years on or before the last day of the 12-months period of continuous service will receive 2 weeks.

**Wage rates:** employees who on March 2, 1952, were paid solely at an hourly rate shall receive an increase of 9 cents per hour over the rate in effect March 1, 1952. Effective March 2, 1952, the cost-of-living bonus of 13½ cents per hour, then in effect, is to be incorporated (to the nearest cent) into the hourly rates. All employees shall receive retroactive pay of 9 cents for each hour worked in the period from January 1 to March 1, 1952. Every male employee over 20 years of age shall receive not less than 84 cents per hour and every female employee and male employee under 20 years of age not less than 72 cents per hour.

**Night shift differential:** a premium of 5 cents per hour will be paid for work on any regularly scheduled shift between the hours of 6 p.m. and 7 a.m.

Provision is made for *seniority rights and grievance procedure*.

**Asbestos Products—Asbestos, P.Q.—Canadian Johns-Manville Company Limited and Jointly Le Syndicat National de L'Amiante D'Asbestos, Inc. and La Fédération Nationale des Employés de L'Industrie Minière, Inc.**

The agreement summarized above under "Mining" applies also to the "Canadian Products Division" except for wage rates.

**Hourly wage rates** for certain classes (the first rate to be in effect before and the second rate after the introduction of the 40-hour week). Paper department—back tender \$1.28 and \$1.54, third hand \$1.17 and \$1.40, fourth hand \$1.14 and \$1.37, baler operator \$1.09 and \$1.31, beater engineer \$1.30 and \$1.56, machine tender \$1.43 and \$1.72, rag cutter operator \$1.20 and \$1.44. Roofing department—drum man, packer and tier, take-off man \$1.16 and \$1.39; filler man, general helper \$1.09 and \$1.31; Merrill process man \$1.18 and \$1.42, saturator \$1.22 and \$1.46, shingle chopper operator \$1.27 and \$1.52, splicer \$1.14 and \$1.37. Rigid shingles department—bundler (automatic) \$1.17 and \$1.40, die man \$1.23 and \$1.48; dry mix operator \$1.22 and \$1.46, helper \$1.15 and \$1.38; sorter, veneer man \$1.18 and \$1.42. Maintenance department—carpenter, class "A" \$1.28 and \$1.54, class "B" \$1.18 and \$1.42; electrician, class "A" \$1.40 and \$1.68, class "B" \$1.30 and \$1.56; millwright, steamfitter, tinsmith, class "A" \$1.27 and \$1.52, class "B" \$1.21 and \$1.45; saw filer \$1.27 and \$1.52, truck driver \$1.20 and \$1.44. Factory general—labourer, departmental \$1.09 and \$1.31; spare gang, first 6 months \$1.09 and \$1.31, after 6 months \$1.10 and \$1.32. The above rates are to be increased by 5 cents per hour on August 1, 1952, and again by the same amount on February 1, 1953.

## Construction

**Carpenters—Belleville, Ont.—Belleville and District Builders' Exchange and the United Brotherhood of Carpenters and Joiners of America, Local 572.**

Agreement to be in effect from April 21, 1952, to April 30, 1953, and thereafter from year to year, subject to notice.

**Union security:** the employers agree to employ only union members during the term of the agreement and the union must give preference in supplying men to employers, party to the agreement. All those employed as carpenters who are not union members must join the union within 15 days of the signing date.

**Hours:** 8 per day Monday through Friday, a 40-hour week. When it is necessary to work 2 or 3 shifts daily, such shifts of not more than 8 hours each may be worked between 1 a.m. Monday and 8 a.m. Saturday, but no union member (except foremen) will be permitted to work more than one shift in any 24 hours. Work on the second or third shift will be paid for at time and one-half. **Overtime:** time and one-half for work outside of the regular working hours. No work shall be performed on Saturdays, Sundays and on 9 specified holidays, except in case



of extreme necessity where life or property is jeopardized, such work to be paid for at double time.

**Vacations with pay:** one week with pay at the rate of 2 per cent of earnings.

**Wage rates:** journeymen carpenter \$1.55 (previously \$1.40) per hour. This rate is to be increased to \$1.65 per hour on October 1, 1952; apprentices as stipulated by the Ontario Apprenticeship Act.

Provision is made for the settling of disputes.

**Carpenters—Sarnia, Ont.—General Contractors of Sarnia and District and United Brotherhood of Carpenters and Joiners of America, Local 1256.**

Agreement to be in effect from May 1, 1952, to May 1, 1953, and thereafter from year to year, subject to 60 days' notice.

**Union security:** the employers shall employ only union members; when such members are not available through the office of the union contractors may hire any men whom they consider qualified, providing such men obtain a working permit from the union.

**Hours:** 8 per day Monday through Friday, a 40-hour week. When carpenters are required to work more than one shift, men employed on the second and third shifts will be paid 8 hours' pay for 7 hours' work and no carpenter will be allowed to work more than one shift in 24 hours. **Overtime:** time and one-half for the first 3 hours of work in excess of the regular working period of 8 hours per day, double time thereafter and for work on Saturdays, Sundays and on 8 specified holidays.

**Vacation with pay** shall be at the rate of 4 per cent of earnings.

**Hourly wage rate** for journeymen carpenters and millmen in the City of Sarnia and within a radius of 20 miles from the city limits \$1.88. (The previous rate was \$1.70, with a cost-of-living bonus of 5 cents per hour for each 5-point increase in the cost-of-living index over 180.)

**Out-of-town work:** on jobs beyond the city limits the employer shall pay all transportation charges in excess of 20 cents per day and travelling time one way from the city limits to the job.

The 2 parties to the agreement will try to start apprenticeship classes for young men in accordance with the Apprenticeship Act for the Province of Ontario.

Provision is made for the settling of disputes.

**Plumbers—Calgary, Alta.—The National Association of Master Plumbers and Heating Contractors of Canada (Calgary Members of the Alberta Branch) and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 496.**

Agreement to be in effect from May 1, 1952, to April 30, 1953. Should either party desire to change, add to or terminate this agreement on or after that date, notice must be given on or before December 31, 1952.

This agreement is similar to the one previously in effect (L.G., Nov., 1951, p. 1534) with the following changes:—

**Overtime:** double time is now paid for work on the whole day Saturdays (previously time and one-half was paid on Saturday mornings), except that emergency repair work will be done, as before, at straight time between 8 a.m. and 12 noon.

**Night shift differential:** in order to be deemed night shifts, such shifts must now be worked for 5 consecutive nights, instead of for 4 as previously.

**Wage rates** for journeymen are increased by 15 cents per hour and are now \$2 per hour; plumber and steamfitter improvers will be paid the minimum base rate of 80 per cent of the journeyman's rate for the first 6 months of the fifth year and 90 per cent for the remaining 6 months, instead of 80 per cent throughout the whole year.

**Bricklayers—Calgary, Alta.—The Calgary General Contractors Association and the Bricklayers, Masons and Plasterers' International Union of America, Local 2.**

Agreement to be in effect from April 1, 1952, to March 31, 1953. A new agreement shall be negotiated during the month of February, 1953.

**Hours:** 8 per day, between 8 a.m. and 5 p.m., Monday through Friday, a 40-hour week. If more than one shift is worked the above hours may be deviated from, but in that case 7 hours at 8 hours' pay shall constitute a shift. **Overtime:** time and one-half will be paid for work during other than the above hours. Only emergency work is to be performed on Saturdays, Sundays and on 9 specified holidays, such work to be paid for at double time.

**Wages:** the minimum rate is \$2.15 (previously \$2) per hour with a further 15 cents (previously 10 cents) per hour for all firebrick work on boilers. Foremen will receive not less than 20 cents per hour more than the journeyman's rate.

No journeyman or group of journeymen shall contract to do work where the amount involved for labour is in excess of \$200.

**Apprentices:** the employing of apprentices is governed by the regulations of the Alberta Apprenticeship Board.

Provision is made for the settling of disputes.

**Transportation and Public Utilities**

**Truck Drivers—Province of Ont.—Certain Transport Companies and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.**

Agreements negotiated jointly through the Automotive Transport Association but signed by the individual companies to be in effect from the date of execution to December 31, 1952.

**Union security:** union shop for employees hired since November 1, 1950, with maintenance of membership for all.

**Check-off** compulsory for all employees.

**Statutory holidays:** 8 specified paid holidays will be observed.



*Vacations with pay* will be granted in accordance with provincial regulations; after 3 years of continuous employment employees will be granted 2 weeks.

*Wage rates* effective January 15, 1952: highway drivers 5 cents (previously 4.5 cents) per mile; if operating double hook-up equipment they will be paid .4 cents and if operating tandem axle tractor equipment .35 cents per mile in addition to the regular highway rate. The highway mileage rate shall include the normal preparation of the vehicle, the initial hook-up of the equipment and the final un-hooking and storing of equipment. All other work shall be paid for at the prevailing rate of the drivers' home terminal. A driver performing work in an area where a higher wage scale prevails will receive the prevailing rate except for such work as extra duties, way-freighting, terminal delay, breakdowns, or other unavoidable delays. Highway drivers required to sleep away from their home terminal, shall be provided sleeping accommodation by the company, or an amount not exceeding \$2 per night, and also a flat rate meal allowance of 75 cents per night.

For the application of all hourly rates the following 3 wage zones are established: zone 1—Windsor; zone 2—Toronto, Hamilton, Oshawa, St. Catharines, Welland, Niagara Falls, Fort Erie, Brantford, Sarnia, Peterborough, London, Port Colborne, Chatham, St. Thomas, Ottawa, Kingston, Belleville, Brockville, Cornwall, Kitchener, Waterloo, Guelph; zone 3—Orillia, Lansdowne, Lindsay, Picton, Woodstock, Midland. The following hourly rates will be paid: maintenance and mechanics—common labour in garage, zone 1 \$1.23 for first 6 months, \$1.26 thereafter; zone 2 \$1.18 for first 6 months, \$1.21 thereafter; zone 3 \$1.15 for first 6 months, \$1.18 thereafter; semi-skilled classifications, zone 1 \$1.27 to \$1.32, zone 2 \$1.22 to \$1.27, zone 3 \$1.19 to \$1.24; skilled classifications, zones 1 and 2 \$1.32 for first 3 months, \$1.42 thereafter; zone 3 \$1.29 for first 3 months, \$1.39 thereafter; peddle run drivers, city drivers and checkers (rates for first 60 days and after 60 days, respectively), zone 1 \$1.23 and \$1.28, zone 2 \$1.18 and \$1.23, zone 3 \$1.15 and \$1.20; dockmen (rates for first 60 days and after 60 days, respectively), zone 1 \$1.18 and \$1.23, zone 2 \$1.13 and \$1.18, zone 3 \$1.10 and \$1.15. Tandem axle tractor drivers on hourly rates will receive 7½ cents per hour in addition to the regular hourly rates. (The above hourly rates are from 14 to 23 cents higher than the previous rates.)

In case of loss or damage to equipment through the fault of an employee the latter may be charged the actual cost of the loss or damage up to an amount of \$15.

*Uniforms:* if an employee is required to wear any kind of uniform, same shall be furnished and maintained by the employer free of charge. The union shall be consulted as to type and standard of uniform.

*Seniority:* branch-wide seniority will apply in the case of lay-offs and rehiring in so far as it is consistent with management's obligation to maintain an efficient working force. Senior employees will be given preference in the allocation of highway runs.

Provision is made for *grievance procedure*.

## Trade

**Dairy**—Port Arthur and Fort William, Ont.—Thunder Bay Co-Operative Dairy Limited and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 990.

Agreement to be in effect from January 1, 1952, to December 31, 1952, and thereafter from year to year, subject to notice.

*Union security:* union shop for new employees with maintenance of membership for all.

*Hours:* 8 per day 6 days a week, a 48-hour week, except for truck drivers, driver salesmen and barn boss. Satisfactory completion of a route will constitute a day's work. *Overtime:* employees, other than truck drivers, driver salesmen and barn boss, will be paid time and one-half, or granted time off at the rate of time and one-half, for work in excess of 48 hours in any week. For work in cases of emergency outside the control of the company, such as breakdowns, storms, etc., employees will not be entitled to overtime.

*Statutory holidays:* 7 specified holidays will be paid holidays. On two of them no work will be performed; work on the other 5 will be paid for at straight time in addition to the holiday pay.

*Vacations with pay:* after 12 months' continuous service 2 weeks, after 15 years' service 3 weeks. Vacations for employees with less than 12 months' service shall be governed by "The Hours of Work and Vacations with Pay Act."

*Paid sick leave:* every employee shall be allowed sick leave with pay at the rate of one-half day per month of employment. Any such leave not used shall accumulate. Sick leave benefits will cease on termination of employment or on death.

*Monthly wage rates* (first 3 months): shipper \$171; receiver, pasteurizer, bottler, cooler man \$166.20; bottle washer \$159, labourer \$135, barn boss \$162, holiday swing driver \$182, truck drivers \$177; retail drivers \$155 and the following commission rates: \$6.50 for the first, \$8.50 for the second, and \$10 for the third and each subsequent 1,000 units or fraction thereof over a basic load of 200 units per day. After 3 months' service the above monthly rates will be increased by \$15 per month.

*Escalator clause:* in addition to the above rates the company will continue to pay the following cost-of-living bonus: the sum of \$14.35 plus \$5.40 per month for each 5 points change in the Dominion Bureau of Statistics' cost-of-living index above the figure of 162.2. Adjustments are to be made upwards or downwards every 3 months. After the index exceeds 187.2 the bonus is to be computed at the rate of \$1.08 per month for each one point change, adjustments to be made monthly.

The company agrees to supply, free of charge, overalls and rubbers to the inside plant employees where necessary.

Provision is made for *security rights* and *grievance procedure*.

# Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one new agreement, the correction of one and the amendment of 11 others. In addition to those summarized below, they include: the amendment of the agreement for barbers and hairdressers at Hull published in the *Quebec Official Gazette* of May 24; the amendment of the agreements for retail food stores and for the food products manufacturing and wholesale food trade in the district of Quebec, in the issue of May 31; and the amendment of the agreements for the clock and watch repair industry in some counties of the province, for the printing trades at Montreal and for retail food stores in the district of Quebec, in the issue of June 7. A correction of the agreement for the furniture industry in the province and the amendment of the agreement for barbers and hairdressers at Sherbrooke were published June 14.

Requests for new agreements for truck drivers at Sherbrooke and for retail stores at Rock Island, Beebe and Stanstead, and a request for the amendment of the agreement for the building trades at Chicoutimi were gazetted May 24. Requests for the amendment of the agreements for building trades at Montreal and at Sherbrooke, for barbers and hairdressers at Three Rivers, for the clock and watch repair industry in some counties of the province and for hospitals and charitable institutions at

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

St. Hyacinthe were gazetted May 31. Requests for the amendment of the agreements for barbers and hairdressers in the counties of Argenteuil, etc., and for building trades at Montreal and at St. Jérôme were published in the issue of June 7. Requests for the amendment of the agreements for longshoremen, for ship-liners and for checkers and coopers (all ocean navigation) at Montreal, and for building trades at Sherbrooke were gazetted June 14, and a request for the amendment of the agreement for barbers and hairdressers at Sherbrooke was published in the issue of June 21.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

## Manufacturing

### Dress Manufacturing Industry, Province of Quebec

An Order in Council, dated June 11, and gazetted June 14, amends the previous Orders in Council for this industry (L.G., May, 1949, p. 604; Jan., 1950, p. 77; May, 1951, p. 690, Oct., p. 1376, Dec., p. 1672; April, 1952, p. 451, May, p. 611, and previous issues).

*Minimum hourly wage rates:* operators, sample makers 56 cents per hour; drapers 51 cents; finisher, assistant presser 48 cents; examiner 45 cents; folder, general hand 42 cents; presser (male) 95 cents, presser (female) 59 cents; cutter grade I (skilled) \$1.09; cutter grade II (semi-skilled) 84 cents; spreader 57 cents. (These are increases ranging from 7 to 18 cents per hour over the minimum rates previously in effect.) No piece-work prices may be fixed which do not yield pay equal to the above minimum rates. Apprentices' rates are now as follows: —apprentice cutters from 39 cents per hour in first 3 months to 76½ cents in sixth 3 months, thereafter the rate for semi-skilled cutters; apprentice male pressers from 34 cents in first 3 months to 86½ cents in eighth 3 months, apprentice female pressers from 31 cents in first 3 months to 56 cents in sixth 3 months; apprentice finisher from 29½ cents in first 3 months to 45 cents in sixth 3 months; apprentice operators from 29½ cents in first 3 months to 52 cents in sixth 3 months; apprentice examiners from 29½ cents in first 3 months to 42½ cents in sixth 3 months; apprentice general hands and apprentice folders from 29½ cents in first 3 months to 39½ cents in fifth 3 months; apprentice assistant presser from 29½ cents in first 3 months to 43 cents in fourth 3 months. Upon completion of apprenticeship period apprentices will receive the minimum rates shown above for their respective trades.



## Sheet Metal Manufacturing, Montreal

An Order in Council, dated June 4, and gazetted June 14, makes binding the terms of a new agreement between The Builders Exchange Inc., Sheet Metal Fabricating Section and The Sheet Metal Workers International Association, Local 116. Agreement to be in effect from June 14, 1952, for a period of one year without reopening.

This agreement is similar to the one previously in effect (L.G., July, 1951, p. 976), as amended, with the exception of the following:—

*Minimum hourly wage rates* for certain classifications: sheet metal mechanic \$1.57 per hour; welders class "A", toolmakers \$1.64; buffer and polisher class "A" \$1.45; machinist, assembler and specialist, welder class "C" \$1.38; machinist mechanic \$1.59; painter \$1.49, spray painter \$1.31; blacksmith \$1.51; production welders from \$1.12 in first 6 months to \$1.30 in fourth 6 months (then they are eligible for class "C" at \$1.38 per hour, if they qualify); machine operator \$1.30; production workers, truck driver, stock and storekeeper, warehouseman \$1.15; helpers \$1.10. (The above rates are 5 and 6 cents per hour higher than the rates previously in effect.) Percentage basis for apprentice sheet metal mechanics' rates remain unchanged at from 50 per cent of journeyman's rate in first year to 85 per cent in fourth year.

## Construction

### Building Trades, Joliette

An Order in Council, dated May 14, and gazetted May 24, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1175; June, 1948, p. 620; June, 1949, p. 736; July, 1950, p. 1053; Nov., p. 1905; June, 1951, p. 829, and previous issues).

*Overtime:* time and one-half for work in excess of regular hours (unchanged at 48 per week for journeymen and 54 per week for labourers); double time for work after midnight. (The last provision is new.)

*Minimum hourly wage rates* for journeymen and other occupations in zones I and II are increased by 15 cents per hour with the exception of rates for pile driver operators (wood or concrete) and rates for apprentices which are 5 cents per hour higher. Minimum rates for watchmen on the job, day or night (without daily limitation of work) weekly maximum 72 hours, are unchanged at 65 cents per hour in both zones. Apprentice plumbers, etc. (fourth year) \$1 in zone I, 90 cents in zone II and junior journeymen (plumbers, etc.) \$1.15 in zone I, \$1.05 in zone II are added to the table of wage rates. Foremen in charge of 3 or more men will be paid regular tradesmen's rates plus 10 cents per hour as formerly.

### Building Trades, St. Jean and Iberville

An Order in Council, dated June 11, and gazetted June 21, amends the previous Orders in Council for this industry (L.G., July, 1950, p. 1053, Nov., p. 1905; July, 1951, p. 977; May, 1952, p. 610, and previous issues).

*Minimum hourly wage rates* are increased by 15 cents per hour in most cases and the new rates for certain classifications are as

follows: bricklayer, plasterer, etc. \$1.35; carpenter, joiner, blacksmith (on the job), rigger, machinist, painter, lather (wood or metal) \$1.25; electrician, plumber, steam-fitter, etc., crane operator, reinforcing steel erector \$1.35. Minimum wage rates for horse driver, kettleman, labourer (common worker), labourer (hod carrier) 95 cents per hour represent an increase of 10 cents per hour. Apprentices' rates are 5 cents per hour higher. Journeyman joiner, journeyman electrician and journeyman painter (all first year) \$1.10 are added to the table of wage rates. Workers employed on a night shift (second shift) will be paid a premium of 15 cents per hour. (Weekly hours are unchanged at 44 per week for tradesmen and 50 per week for labourers.)

## Trade

### Hardware, Paint and Building Materials Stores, Quebec

An Order in Council, dated May 14, and gazetted May 24, amends the previous Orders in Council for this industry (L.G., April, 1948, p. 335, Nov., p. 1248; Dec., 1949, p. 1559; Jan., 1950, p. 80, Oct., p. 1681; Sept., 1951, p. 1253; March, 1952, p. 298, and previous issues). Amendment to be in effect from April 21, 1952.

*Minimum wage rates* of employees in establishments not wholly engaged in the sale of building materials are increased by from \$1.35 to \$4.35 per week for weekly rated employees and hourly rates for extra and supernumerary clerks and trade apprentices are from 3 to 6 cents per hour higher. Minimum rates for employees in stores engaged in the sale of building materials only are increased by from \$1.50 to \$4.50 per week in the case of weekly rated workers and hourly rates for temporary employees are 6 cents per hour higher.

### Dairy Employees, Quebec and Lévis

An Order in Council, dated May 28, and gazetted June 7, amends the previous Orders in Council for this industry (L.G., July, 1949, p. 877; Aug., 1950, p. 1185; Aug., 1951, p. 1109).

*Minimum weekly wage rates:* foreman \$55 per week; tester and production supervisor \$44; shipper \$45; service men from \$38 to \$42; salesmen on milk delivery \$38 per week for the first 2,000 points plus 2 cents per additional point on retail sales and  $1\frac{1}{2}$  cents per point on wholesale orders (points are computed on the basis of 1 quart equals 1 point, 1 pint equals  $\frac{1}{2}$  point and  $\frac{1}{2}$  pint equals  $\frac{1}{4}$  point), commission for sale of butter and cream is also specified and salesmen are guaranteed a minimum of \$30 per week; ice cream salesmen and delivery men \$40 per week, helpers \$23.80; occasional employee 85 cents per hour. (The above rates are from \$4 to \$9.20 per week higher than those previously in effect with the exception of the rate for helpers (ice cream delivery men) which is unchanged and the rate for salesmen on milk delivery which was previously \$24 per week plus 3 per cent commission on sales except butter and cream.) Service man (male) \$25 per week and (female) \$22 per week are added to the table of minimum rates. The occupation tester-foreman is deleted. This amendment also provides for the deletion of the clause governing the cost-of-living bonus from the terms of this agreement.



## Labour Legislation Enacted in Alberta and Ontario in 1952

Alberta Workmen's Compensation Act revised; many recommendations of special legislative committee adopted. Both Alberta and Ontario pass new housing and pension legislation. Ontario Act assists disabled

### ALBERTA

Many recommendations of the special legislative committee appointed in 1951 to inquire into the Alberta Workmen's Compensation Act were enacted into law by the Alberta Legislature at its 1952 session, which opened February 21 and prorogued April 10.

Enabling legislation was passed permitting the province to share in the federal-provincial scheme of assistance to aged and blind persons; payment of supplementary allowances of \$10 monthly to needy pensioners was provided for.

A new Act permits widows from 60 to 65 years to receive a \$40-a-month pension, subject to a means test. A new Housing Act is designed to provide low-cost housing in the cities of the province.

### Workmen's Compensation

The practice of the Alberta Government is to appoint a legislative committee to review the operation of the Workmen's Compensation Act periodically, usually every five years, and, on the basis of the committee's recommendations, to make whatever amendments are considered necessary. It is not customary to open up the Act for amendment between such reviews.

Extensive amendments were made to the Act at the 1952 session following the tabling in the Legislature of the report of the special legislative committee appointed last year (see p. 1053 of this issue). Almost all of the recommendations of the committee were accepted by the Legislature and incorporated in the Act. Of major importance were the increases in the wage "ceiling" and in the percentage basis of computing compensation and a provision raising the pensions of widows receiving compensation at a lower rate than that

provided by the present Act until such time as they are provided with additional income through old age assistance or other pension. The amending Act substantially increases benefits payable to injured workmen and their dependants.

Other changes eliminate the waiting period, bring "learners" and common law wives under the Act, add new industries to the schedules, fix a retirement age for the Workmen's Compensation Board and widen certain of its powers. Other amendments, many of which were suggested to the committee by the Board, relate to the administration of the Act.

In accordance with the committee's recommendations, the maximum annual earnings on which compensation is computed were increased from \$2,500 to \$3,000, the amount fixed in five other provinces. For purposes of assessment, any amount in excess of \$3,000 which is paid to a workman must be deducted from the payroll.

The same increase was made with respect to the maximum wages or salary of an officer of, or other person giving service to, a corporation. The Act provides that such persons must be included on the payroll and an amendment makes it clear that even if they are paid merely nominal or token remuneration they will be deemed to be "workmen". For the purposes of assessment, the Board is required to fix for these persons a sum which represents a reasonable wage or salary for the service they render but not exceeding \$3,000 per year.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

When an employer applies to have members of his family brought under the Act, the application to the Board must set out the estimated amount of their annual earnings. A change was made in this section to make it conform to the increased maximum earnings provided for elsewhere. The earnings of each member must not be more than \$3,000, instead of the former \$2,500, and not less than \$1,800, instead of \$1,200.

An employer making application for his own coverage as a workman under the Act must similarly state the sum for which compensation coverage is desired, subject to a maximum of \$3,000 and a minimum of \$1,800.

If at the end of a year an employer wishes to retain the protection of the Act for himself or members of his family, he must apply for renewal of coverage before January 20 of the succeeding year and include the application with his statement of payroll for the preceding year and estimated payroll for the forthcoming year.

In an industry in which assessments are based on the employer's production and not upon payroll, such as the lumbering industry, the average weekly earnings of an employer or a member of the employer's family who is considered as a workman are the weekly equivalent of annual earnings of \$1,800 per year. In such an industry, an employer's statement filed with the Board of his estimated production for the current year is considered as an application to come within the scope of the Act.

If such an industry is operated in partnership and the partners actively engage in the operations, they will be deemed to be workmen and the partnership an employer within the meaning of the Act.

An amendment which complied with the requests of many labour groups was the increase in the rate of compensation for disability from 66 $\frac{2}{3}$  to 75 per cent of average weekly earnings. This makes Alberta one of four provinces with a 75 per cent rate.

A further major change is the elimination of the former three-day waiting period. No compensation other than medical aid will now be payable for a disability that lasts only for the day of the accident but, if the workman is disabled for any longer time than the day of the accident, compensation is payable from and including the day after the accident. Previously, where a workman was off work for a short time, i.e., six days or less, he was given

medical aid but no compensation for the first three days of his disability and compensation was paid from the date of the accident only if the disability lasted for more than six days. In providing for a one-day waiting period, Alberta followed the example of Saskatchewan, which enacted this provision in 1950. In the other provinces, the waiting period varies from four to seven days.

Two further increases were made in benefits payable to injured workmen. The minimum payment in total disability cases is to be \$25 a week or the full amount of earnings if earnings are less than \$25, instead of \$15 or earnings, if less. The subsistence allowance payable by the Board to an injured workman who at its direction is undergoing treatment away from home was doubled and is now \$5 a day. However, the Act now stipulates that, when the Board provides the workman with meals or lodging in a hospital, clinic or other place, the per diem allowance may be proportionately reduced.

The maximum allowance which will be paid to cover the cost of the burial of a workman was increased from \$175 to \$200, the amount payable in Newfoundland, Nova Scotia, New Brunswick and Ontario.

A new provision authorizes the Board, if it considers it advisable, to grant a further allowance, not exceeding \$100, towards the cost of transportation of the body from the place of death to the workman's usual place of residence or, if the workman's home is outside the province, to the Alberta border. The Acts of Newfoundland, New Brunswick, Ontario, Manitoba and British Columbia also provide for transportation allowances.

The monthly payment in respect of dependent children was increased from \$15 to \$25. However, this allowance will be paid only until a child reaches the age of 16 years instead of 18, as before, provided that payments continue until the age of 18 years if the child is attending an academic, technical or vocational school and is making progress satisfactory to the Board. As before, payments may be continued to the end of the school year in which the child reaches the age of 18 years. An additional amount of up to \$10 may be paid to dependent children on account of illness. Previously, the Board was authorized to pay the allowance for the duration of the illness but the payment may now be continued for such period as the Board deems appropriate. The Board



was given similar discretion with respect to the payment of the \$15 widow's illness allowance.

The \$50-a-month benefit payable to widows and invalid widowers was not changed, but from April 1, 1952, this amount will be paid to all widows who were receiving less than \$50 a month because they were granted compensation before March 31, 1948, when the pension was raised to \$50. The special legislative committee recommended this amendment, pointing out that, regardless of the advance in wage scales with its attendant increase in cost of living, a widow's compensation remains firmly fixed. The additional amount sufficient to bring the monthly payment up to \$50 will be granted until the recipient becomes eligible for assistance under federal or provincial old age or blind persons' legislation, under the Widows' Pensions Act of Alberta or other similar social legislation. The Legislature further provided that, if in any case compensation and any pension which a widow might receive did not together equal \$50 a month, she should then be paid whatever additional sum was necessary to provide her with a monthly income of \$50.

A common law wife may now receive benefits under the Act. In enacting this provision, Alberta followed the example of Saskatchewan and British Columbia which have somewhat similar sections in their Acts. If there is no widow, a common law wife may, at the discretion of the Board, be paid the compensation normally granted to a widow, provided that she lived with the workman for the seven years immediately preceding his death and had one or more children. Her compensation payments cease if she marries.

A "learner", that is, a person not under a contract of service who is required by the employer to undergo training or perform probationary work before entering regular employment, was brought within the definition of "workman" and therefore within the scope of the Act. It was stipulated that where a learner is injured and compensation is payable it is to be based on the wages paid to beginners in the trade.

As before, the Board has authority to add industries to those already covered and to withdraw industries from the Act. It is now enabled to add or withdraw a part of an industry.

A further amendment makes it clear that the Board may bring within the scope of the Act volunteer employments undertaken in the public interest where the

remuneration is nominal or where there is no remuneration. This amendment is intended to cover volunteer fire fighters, who hitherto in practice have been considered workmen under the Act.

Schedules 1 and 2, which list the classes of employment to which the Act applies, were rescinded and replaced for greater clarity and convenience of arrangement. Several new industries are now added to the schedules, including the operation of oil pipe lines and pipe line construction, central steam heating plants, refrigeration servicing, seed cleaning plants, canneries, manufacture of awnings and blinds, retailing, insulating, the Eastern Rockies Forest Conservation Board and the Highways Department of the Province of Alberta—labour payrolls. The schedule of industrial diseases (Schedule 3) was amended by deleting the words "which shall be deemed to be silicosis, siderosis, lithosis" after "pneumoconiosis" because it was considered that they limited the meaning of pneumoconiosis.

The definition of "accident" was broadened to include industrial diseases and the definition which limited industrial diseases to those set out in the schedule, or added to the schedule by regulation, was struck out. The effect of the amendment appears to be that, while the schedule of diseases for which compensation is payable is retained, the Board will have discretion to grant compensation for any industrial disease which arises out of and in the course of employment.

In accordance with the committee's recommendation, it was provided that the charge against industry in the case of a fatal accident will be the average cost of all fatalities occurring in the same year. Previously, in the death of a single workman, industry was charged with an amount arrived at by taking the average cost of pensions awarded during the preceding three years to dependants of fatally injured married workmen. The sum remaining, after the capitalized cost of the compensation to the single worker's dependants was set aside, was paid into a second injury fund. The second injury fund will now be raised by a direct levy on all industry.

As recommended by the committee, provision was made in the Act for paying compensation to dependants who live outside the country. By a new section, dependants of an injured workman who do not reside in Canada may be granted compensation only on condition that the



law of the place or country in which they reside provides similar benefits for dependants resident in Canada of a workman who is injured in that country. The Act provides that the amount of compensation paid by the Alberta Board may not be greater than that payable by the other country but, notwithstanding this provision, gives the Board discretionary power to pay whatever sum it deems proper.

A new subsection makes more definite provision for determining the compensation of a workman who is injured while still under 21 years of age. The Act formerly provided that the Board, in arriving at average earnings, should consider that the workman's wages would normally have increased from time to time until they reached adult pay. The Act now states that when the workman becomes 21 he may be paid compensation on the basis of what workmen over 21 were earning in the same occupation at the time of the accident.

The Act provides for the bringing of an action by a workman against some person other than his employer and permits the Board to take action on behalf of the workman. If action is taken by the Board, all costs and damages incurred in respect of the action are paid by the Board. A new section provides that, where the Board is acting on behalf of the workman against a third party and moneys have been paid into court, the clerk of the court must not make any payment without the consent of the Board.

As before, where the Board determines that a workman is killed or injured as a result of the negligence of an employer or of a workman of an employer in another classification, it may direct that compensation be charged against that class. Further, by a new amendment, if the injury or death is due to the negligence of two or more persons, one of whom may be the workman, the Board may apportion the compensation between the classes to which the employers who were negligent or whose employees were negligent belong in the same degree as their responsibility for the accident. If the degree cannot be established, compensation must be charged equally to the classes involved. This amendment was recommended by the committee.

A revised section of the Act determining liability for assessment when equipment is supplied or work is performed for another person incorporates a regulation of the Board, now rescinded, and the former

section of the Act. The section now provides that, when work is performed or equipment is supplied for another person, the persons undertaking the work or supplying or operating the equipment become workmen, and the person for whom the work is done or to whom the equipment is supplied is required to pay the assessment. If, however, the person supplying equipment and operators or the person agreeing to perform the work has made a return to the Board for the year, his operators or assistants or employees become his workmen and he pays the assessment. "Equipment" includes teams, trucks, tractors, bulldozers, draglines, power shovels and other apparatus designated by the Board.

With regard to the accident prevention work of the Board, the Act authorizes the Board to order an employer to install safety devices and requires the employer to notify the Board when he does so. An amendment provides that if the employer fails to notify the Board within the time fixed by the order, the Board may inspect the employer's premises to see whether or not the order has been complied with and may charge the cost of the inspection to the employer. If an employer fails to report an accident to the Board or to reply within 30 days to a communication of the Board regarding an injured person, the Board may make a special investigation of the circumstances at the employer's expense.

The Act authorizes the Board to assume the expense of replacement or repair of dentures, eye glasses, artificial eyes or limbs or hearing aids broken as a result of an accident arising out of and in the course of employment. Formerly, payment could only be made if the breakage was accompanied by objective symptoms of personal injury. This stipulation is now struck out.

A workman who claims compensation is required to submit to such medical examination as the Board deems necessary. The Board may approve of any medical investigation already carried out. The Board is authorized by an amendment to pay the costs of either examination and to pay the workman on the same basis as compensation for the period considered by the Board as being necessary for the purpose of the investigation.

When a workman disagrees with medical opinion in his case and wishes it to be reviewed, the Board need now appoint two medical referees only if the workman requests it to do so in writing.

A new provision, similar to one contained in the Ontario Act, is designed to speed up the filing with the Board of medical accounts by providing for penalties when accounts are not submitted within three months from the termination of treatment, as required by the Act. Seventy-five per cent of the amount due will be paid on accounts received within three months after they are due and fifty per cent will be paid on accounts submitted between the third and sixth months following the due date. No part of accounts received after nine months of the due date will be paid by the Board.

An amendment was made with respect to the term of office of the Workmen's Compensation Board. The chairman and the other two commissioners will now hold office from the time they are appointed until they reach 70 years of age, instead of being retired after 10 years' service. The Lieutenant-Governor in Council is no longer given authority to remove a commissioner from office. He may, however, suspend a commissioner for cause, subject to his removal from office on address of the Legislative Assembly at the next session.

Beginning with the year 1953, an actuarial evaluation of the Board's pension accounts must be made every five years, or oftener if the Lieutenant-Governor in Council so directs. This amendment follows a recommendation of the special committee. The date on which the Board must submit its annual report to the Lieutenant-Governor in Council is now April 30 instead of March 31.

### Early Closing of Shops

Amendments were made to the Early Closing Act, which provides for fixing the hours of closing of shops by municipal by-law. Under the Act a by-law, passed by a council of a city, town or village on petition of not less than two-thirds of the occupiers of any class or classes of shops, may fix an hour for closing not earlier than 6 p.m. and may provide for a half-holiday from 12 o'clock noon on one day each week.

One amendment re-defines the term "shop" to bring garages and service stations under the Act. The other change provides for a system of rotation by which designated shops may in turn remain open for serving customers at times when other shops of the same kind are required to close. The amendments are in line with

the provisions of the City Act which was passed last year (L.G., 1951, p. 1116). They became effective July 1.

### Regulation of Quarries

The Quarries Regulation Act was passed in 1950 to provide for the regulation and inspection of quarries in the province in the interest of safety of the workmen and of the public. By a 1952 amendment, the Lieutenant-Governor in Council is authorized to establish fees to be charged to applicants on examination and for certificates. The regulations under the Act at present require only the certification of blasters (L.G., 1950, p. 1699).

### Trade Codes

Amendments were made to Part II of the Department of Industries and Labour Act, which provides for the establishing of trade codes. Under the Act, the Minister of Industries and Labour has power to inquire into conditions in any trade which he considers detrimental to the trade or to the public and, by holding conferences of representatives of the persons engaged in any trade, to formulate trade codes to eliminate unfair competition. If the majority of the persons in the trade, or the persons owning more than 50 per cent of the capital invested in it, agree on a code, the Government may declare the code to be binding on every person carrying on the trade.

The present amendment, the first to be made since 1938, gives the Minister discretion to dispense with the necessity of calling a conference in order to amend a code. The Lieutenant-Governor in Council may order the adoption of amendments to a code or a new code if he is satisfied that it has the approval of the trade or that the change is in the public interest.

Clauses authorizing the inclusion in the code of prices of commodities and services and minimum standards of wages and hours are repealed. The latter are now unnecessary since minimum wages and hours are regulated by the Alberta Labour Act.

### School Attendance

The new School Act, which went into force July 1, is a consolidation of three former Acts governing schools and their administration: the School Act, the School Taxation Act and the School Attendance Act. In the revision, which involved considerable rearrangement and clarification of sections, only minor changes were made in the sections regarding school attendance.

Part XIV of the Act continues to require every child between the ages of



seven and 15 years to attend school during the full term during which the school which he has a right to attend is open. A child is excused from attending school, however, under the following circumstances: if he is receiving efficient instruction elsewhere; if he is ill; if there is not sufficient accommodation in the school; if he has passed Grade IX or its equivalent; or if he is under eight years of age and the nearest school is more than 2½ miles distant and no means of transportation is provided. Formerly, exemption in the latter case was made for pupils up to 10 years of age.

A certificate of exemption for a period of not more than six weeks during each term may be granted on application of the parent or guardian where the services of the child are required in husbandry, household duties or for the necessary maintenance of the child or some person dependent upon him.

Employers are forbidden to employ a child under 15 years during school hours while school is in session if he is not validly exempted from attendance.

With regard to the appointment of school attendance officers to enforce this section, the new Act is more specific. The Chief Superintendent of Schools or other person appointed by the Minister will act as Chief Attendance Officer with jurisdiction in all parts of the province and each inspector will be an attendance officer for his inspection district. The school board of a city, town or village district in which the total number of resident pupils is at least 200 is required to appoint and pay one attendance officer.

## **Social Legislation**

Four measures were enacted to provide financial assistance to persons in needy circumstances because of old age, blindness or widowhood. Of these four Acts, which are to be administered by the Minister of Public Welfare, only the Widows' Pensions Act is entirely new.

### **Widows' Pensions**

Effective from April 1, 1952, the Widows' Pensions Act makes provision for the payment of pensions of up to \$40 a month to needy widows between the ages of 60 and 65 years. Only those whose income, including the pension, is not over \$720 a year are eligible for a pension.

As a further condition of eligibility, a widow must have resided in Alberta for the greater part of the three years immediately before the date the pension is to begin and have been a resident of Canada

for the 15 years before she reached the age of 60 years. If she has not had the required 15 years' residence, she must have lived in Canada before the 15-year period for twice as long a time as she was absent from Canada during the 15 years.

No person receiving an allowance under either the Blind Persons Act (Canada) or the Mothers' Allowance Act (Alberta) is eligible for a widow's pension. The wife of a person committed to a mental hospital or a wife who has been deserted by her husband for three years or more may be considered a widow within the meaning of the Act.

### **Old Age Assistance**

The Old Age Assistance Act authorized the Province of Alberta to enter into an agreement with the federal Government enabling it to take advantage of the federal Old Age Assistance Act. Under the latter Act (L.G., 1951, p. 1261), the federal Government pays one-half of an allowance of up to \$40 a month to needy persons between the ages of 65 and 69 years. The province, which administers old age assistance, pays the other 50 per cent of the allowance as well as administrative costs.

The Alberta Government is also authorized to enter into any further agreement that may be necessary to take advantage of any amendments made by the federal Government to its old age assistance legislation.

The Act is effective from January 1, 1952.

### **Allowances for Blind Persons**

The Blind Persons Act, also effective from January 1, 1952, authorized the Alberta Government to participate with the federal Government in assisting needy blind persons over 21 years of age. The cost of blind persons' allowances of up to \$40 a month is shared 75 per cent by the federal Government and 25 per cent by the provincial Government.

### **Supplementary Allowances**

A revised Supplementary Allowances Act provides for the payment by the province of a supplementary allowance not exceeding \$10 a month to needy persons in receipt of old age assistance as well as to recipients of old age security and blind persons' allowances. Regulations made earlier this year under the Old Age Pensions Act provided for the payment of the allowance to persons receiving pensions under the Old Age Security Act or the Blind Persons Act.

In order to be eligible for a supplementary allowance, the person must have



resided in Alberta for the greater part of the three years immediately before the date on which he received his pension or assistance. Payment is made subject to the passing of a means test fixed by the regulations.

The Minister is authorized to enter into a reciprocal agreement with the Government of any other province which pays a supplementary allowance to its citizens who move to Alberta, providing for the granting of an allowance to Alberta residents who move to the other province.

The Act provides that no claim may be made against a deceased recipient's estate or beneficiaries for any allowance paid the recipient during his lifetime.

The Act is retrospective to January 1, 1952.

### General

All four Acts are administered by the Old Age Pensions Board, appointed by the Lieutenant-Governor in Council and consisting of three members. The Board receives applications for pensions, determines the eligibility of applicants and decides on the amount of pension where an applicant is eligible.

Under all these Acts, a trustee may be appointed to receive the pension payments in cases where the pensioner is incapable of handling his or her own affairs or is likely to use the pension otherwise than for his or her own benefit. Pensions are not subject to alienation or transfer by the recipient nor subject to attachment or seizure in satisfaction of a claim against the recipient. Receipt of a pension does not by itself disqualify the recipient from voting.

All four Acts make it an offence to receive assistance without entitlement or to aid another to obtain a pension unlawfully. The penalty provided is a fine of not more than \$50 or imprisonment for a term of not more than three months.

Regulations under the four Acts are summarized in the *LABOUR GAZETTE* (July, pp. 946-7; Aug., pp. 1102-4).

### Housing

In order to make provision for adequate low-cost housing in the cities of Alberta, a Housing Act was passed. The law, which is similar to Acts passed in most of the other provinces since 1949, takes advantage of the 1949 amendment to the National Housing Act (Canada) which provides that, under agreements made between the Government of Canada and any of the provinces, the federal Govern-

ment will pay 75 per cent and the province 25 per cent of the cost of housing projects.

The Act empowers the Minister of Economic Affairs, with the approval of the Lieutenant-Governor in Council, to enter into agreements with the Government of Canada or any of its agencies, including the Central Mortgage and Housing Corporation, or with any city for the joint undertaking of housing projects.

A city may raise money for a housing project and deposit it in a provincial fund known as the Housing Fund. The Government of Alberta may thereupon enter into an agreement with the Government of Canada for the purpose of undertaking in that city a joint housing project, the cost of which may not be more than four times the amount deposited by the city. The province may expend the deposit in the Fund under an agreement as the province's share of the capital cost.

### Industrial Development

The Industrial Development Act was passed to encourage the establishment and extension of manufacturing industries in the province.

The Act is administered by the Industrial Development Board, set up earlier by Order in Council. To promote industrial development, the Board is authorized to make surveys, to encourage research, and to collect and disseminate information on the provincial economy.

To advise and assist the Board, an Industrial Development Branch is set up within the Department of Economic Affairs. It is also the duty of the Branch to provide information and assistance to industrial commissioners and other officials of cities, towns, villages and municipal districts in matters relating to the establishment or expansion of industry.

## ONTARIO

Few changes were made in labour legislation at the Ontario session from February 21 to April 10. The Workmen's Compensation Act was amended to extend its coverage and a minor amendment was made to the Factory, Shop and Office Building Act.

A new Act was passed providing for assistance from provincial funds for permanently and totally disabled persons, subject to a means test.

Several new and amending housing Acts were designed to assist private builders as well as to encourage the provision of rental housing on a wider scale.

## Workmen's Compensation

Amendments to the Workmen's Compensation Act extend its application to learners, members of municipal volunteer fire brigades, and persons who are required to assist the police in making an arrest or preserving the peace. The inclusion of the two last-named groups was recommended by Mr. Justice Roach in his Royal Commission Report issued in 1950.

A learner, according to the definition in the Act, is a person not under a contract of service or apprenticeship who becomes subject to the hazards of an industry within the scope of Part I for the purpose of undergoing training or probationary work specified or stipulated by the employer as a preliminary to employment. This amendment is intended mainly for the protection of persons who are injured while in training or engaged in probationary work required for certain railway occupations. In 1950, the Manitoba Act was amended to make it apply to learners, following a court decision in which an injured student trainman was denied compensation, and the same change has since been made in the Alberta, Saskatchewan and Prince Edward Island Acts.

The extension of the Act to cover members of municipal volunteer fire brigades will take effect January 1, 1953. Members must be persons whose membership has been approved by the chief of the fire department or by a duly authorized municipal official. The municipal corporation is deemed to be the employer of a member of a volunteer fire brigade and must each year, at times prescribed by the Board, specify the number of volunteers engaged and their average earnings, which may not be less than \$2,000 nor more than \$4,000 a year. Members of municipal volunteer fire brigades were brought under the Manitoba Act in 1951.

Any person who is required under the Criminal Code to assist in making an arrest or in preserving the peace is now to be deemed an employee of the Crown in right of Ontario and therefore will be covered by the Act. For the purposes of computing compensation, his average earnings will be the amount of his average earnings at his regular employment, but they may not be less than \$15 a week nor more than \$4,000 a year.

Another amendment provides that employees of designated industrial accident prevention associations or corporations may now participate in the superannuation plan of the Workmen's Compensation Board.

They will be considered as employees of the Board from the time they enter the service of the industrial accident prevention association. Since the Act was assented to, seven associations have been designated by the Board by regulation.

## Exterior Fire Escapes

An amendment to the Factory, Shop and Office Building Act provides that in factories, shops, restaurants or office buildings erected after July 1, 1952, outside fire escapes may not extend above the third floor. Previously, they might extend to the fifth floor.

## Vocational Education

An amendment to the Vocational Education Act concerns the special industrial schools which are provided for retarded children. In introducing the amending Bill, the Minister of Education explained that this is a type of vocational school for "slow learners" who attend "auxiliary classes" or "opportunity classes" in elementary schools until they are 13 years old, when some other provision must be made for them. The Minister stated that there were three of these industrial schools in Toronto and two in Hamilton, and that the total number of pupils was 984 of which 603 were boys and 381 girls. In a survey conducted by the Department of 1,000 former pupils of one of these special schools, the Jarvis Street School for boys, it was found that only 22 out of the 1,000 were unemployed.

The Act already provided that such pupils might be admitted to special industrial schools with the approval of the Minister and upon an examination directed by him. As amended, the Act stipulates that the admittance of such a pupil to an industrial school must be recommended by an examining board constituted for the purpose and must be approved by the Minister. Where such a recommendation has been made and where the pupil is required to attend school under the School Attendance Act or the Adolescent School Attendance Act, the school board may require the pupil to attend the special industrial school and he will then be exempt from the payment of fees.

## Social Legislation

### Pensions for the Disabled

A new step in social legislation in Canada was taken in Ontario in the provision for financial assistance from the provincial Government to persons who are unable to earn a livelihood. A new

Disabled Persons' Allowances Act, which was proclaimed in effect on July 1, provides for the payment of an allowance of not more than \$40 a month to permanently and totally disabled residents of Ontario between the ages of 18 and 65 years. A disabled person who is receiving workmen's compensation, benefits under the Mothers' Allowances Act, a blind person's pension, or any allowance from the Government of Canada in respect of war service, or who is a patient in a hospital, sanatorium or nursing home or who resides in any charitable or public institution will not be eligible for the allowance. Other classes of disabled persons may be excluded by regulation of the Lieutenant-Governor in Council.

To receive the allowance a person must have resided in Ontario for 10 years immediately prior to the time he applies for an allowance and must continue to reside in Ontario. No means test is set out in the Act, but it is stated that a recipient must be eligible under, and must comply with, the regulations. The Lieutenant-Governor in Council may add further qualifications to those specified in the Act for applicants for allowances.

The administration of the program is assigned to the Director of the Disabled Persons' Branch of the Department of Public Welfare, subject to the authority of the Minister of Public Welfare. The Director will receive applications and determine the eligibility of each applicant for an allowance. Where he finds the applicant eligible, he must determine the amount of the allowance and direct payment. Every decision made by the Director is final and not subject to review by any court of law or otherwise, although he has the right to rescind or amend any decision or order.

If the Director is of the opinion that a recipient is using or is likely to use an allowance otherwise than for his own benefit or is incapable of handling his own affairs, or if a recipient consents to the payment of the allowance to a person who is undertaking his maintenance, the Director may order the allowance to be paid to a trustee for the benefit of the recipient.

An allowance is exempt from provincial and municipal taxes, is not subject to transfer to another person, and may not be seized in satisfaction of any claim against the recipient. A person will not be disqualified from voting at a provincial or municipal election merely because he is the recipient of an allowance.

Details regarding the manner of making application, the forms to be used, the time and manner of payment, the suspension and cancellation of allowances, and the local administration of the Act are set out in regulations summarized on page 1107).

With respect to the administration of the Act, the Lieutenant-Governor in Council is authorized to prescribe the duties of investigators and local authorities and to establish an advisory board to assist the Director.

### **Mothers' Allowances**

Under a new Mothers' Allowances Act, the administration of mothers' allowances is the responsibility of the Mothers' Allowances Branch of the Department of Public Welfare, headed by a Director. The former Act was administered by a Mothers' Allowances Commission.

It is now the Director, rather than the Commission, who must receive applications for allowances, determine the eligibility of each applicant, fix the amount of an allowance and direct payment. The public welfare administrator or commissioner is designated as the "local authority", to which an applicant for an allowance applies. The local authority is required to obtain all the necessary information and send a copy of the completed application to the Director. If there is no such local authority, a municipal council may appoint the clerk of the municipality or some other person, subject to the approval of the Minister, to act as the administrative authority for the municipality. Every local authority is, in the performance of his duties, a commissioner for taking affidavits within the meaning of the Commissioners for Taking Affidavits Act. Field workers of the Department may now act as investigators under the Act and also as local authorities.

Like the statute it replaces, the new Act provides for the payment of a monthly allowance to a mother or foster mother who is supporting dependent children and would be unable to give them proper care without this assistance. To be eligible for the allowance, the woman must be a widow, or a wife whose husband has deserted her and has not been heard of for at least one year, or a wife whose husband is permanently unemployable by reason of mental or physical disability, or a mother who has divorced the father of her child or children and was awarded custody of them, if no provision was made for their maintenance or if the father has



failed to carry out his obligations and has not been heard of for at least one year. The mother must have been an Ontario resident for at least one year before applying for an allowance and must continue to reside in Ontario with her children in order to receive the allowance. She must also be, in the opinion of the Director, a suitable person to receive an allowance.

A change in the new Act permits the payment of allowances towards the support of children up to 18 years of age. Previously, 16 years was the age limit, and in special circumstances an allowance might be continued to 18. No allowance may be paid for a child under 16 who is of school age and is not attending school, unless he is unable to attend because of physical or mental disability. An allowance may be paid for a child between 16 and 18 years of age only if he is attending school and the Director considers that he is making satisfactory progress, or if he is physically or mentally disabled.

#### **Old Age Assistance**

In introducing a Bill to amend the Old Age Assistance Act, 1951, the Minister of Public Welfare stated that its purpose was to clarify the provisions for local administration of the Act. The provisions designating the "local authority" are the same as those described above under mothers' allowances. The amendment also authorizes the payment of old age assistance as provided for by the agreement between the Governments of Canada and Ontario.

#### **Blind Persons**

An amendment made to the Blind Persons' Allowances Act, 1951, provides that allowances may be paid in accordance with the agreement made with the Government of Canada. It was stated by the Minister that its purpose was "to remove any doubt which may exist as to the authority of this province to give assistance under the Blind Persons Act (Canada)." Under the agreement, 75 per cent of the cost of blind pensions is paid by the federal Government and 25 per cent by the Government of Ontario.

#### **Housing**

A number of Acts designed to increase housing accommodation for both urban and rural dwellers in the province were passed.

The Rural Housing Assistance Act set up a Crown corporation to lend money for the building of homes in rural areas.

A similar Act, the Junior Farmer Establishment Act, provides for loans of up to

\$15,000 for a maximum period of 25 years to assist farmers between the ages of 21 and 35 years who wish to buy land, to stock and develop farms, and to erect and improve farm homes and buildings.

By an amendment to the Planning Act, power was given to a municipality to carry out a planned redevelopment of an area considered undesirable. Redevelopment includes acquiring and clearing land, and the construction for sale or lease of residential, industrial or public buildings.

A greater provincial contribution towards joint rental housing schemes undertaken by the federal, provincial and municipal Governments was provided for by an amendment to the Housing Development Act. Under such a partnership, the federal Government pays 75 per cent and the province and the municipality together contribute the remaining 25 per cent. A municipality entering such an agreement receives from the other two governments an annual payment in lieu of property taxes.

It had been found that some municipalities objected to sharing capital costs and possible operating losses. Others considered that rents, which were based on full recovery of investment and operating costs, were too high for many of the families in need of accommodation.

To meet these objections, the Act was amended to enable the province to take over the municipal share of  $7\frac{1}{2}$  per cent and assume the full 25 per cent of all capital costs, profits and losses. In return, the municipality will be asked to accept a smaller sum than that previously granted to it in lieu of taxes.

The federal and provincial Governments are also prepared to relate rents to the income of tenants, subject to a rental floor which will limit any losses to be borne by the two Governments.

A further amendment to the Housing Development Act enables a corporation to enter into an agreement under which it may contribute money to a joint housing project. This will make possible the provision of sufficient housing for the workers of a company operating in a rural or small community.

To assist municipalities in the erection of housing units for elderly persons, the Elderly Persons Housing Aid Act provides for grants from the Consolidated Revenue Fund at the rate of \$500 for each dwelling unit, or 50 per cent of the capital cost of the project to the municipality, whichever is the lesser.

# Legal Decisions Affecting Labour

Legal status of trade unions reviewed in British Columbia judgment. Vacation pay held to be preferred claim under bankruptcy law. United States President held not to have power to seize property to prevent work stoppage unless authorized by Act of Congress. U. S. Court holds that insisting on management-rights clause is not refusal to bargain

In a case involving a union and its former officers, the British Columbia Supreme Court held that a representative action is appropriate in a suit for an accounting of funds but not for damages. Under the Bankruptcy Act, a ruling of the Ontario Registrar determined the priority of a claim for vacation pay.

In the United States, the action of steel companies in contesting the President's right to seize the mills brought before the Supreme Court the question of the constitutional division of power between Congress and the President. The Court found that the President's seizure order exceeded his authority. Another Supreme Court decision dealt with the "bargaining in good faith" provisions of the Taft-Hartley Act.

## British Columbia Supreme Court . . .

... holds that the officers of a union local may not bring a representative action for damages

In an action brought by representatives of a union against former officers of the union, the British Columbia Supreme Court on February 1, 1952, held that a representative action for damages was not appropriate but that a representative action claiming an accounting of funds was permissible.

Two officers of Local 480 of the International Union of Mine, Mill and Smelter Workers brought an action "for and on behalf of themselves and the other officers of the said trade union . . . all of whom have an interest in the subject-matter of these proceedings" against certain former officers of the union, suing them for: (1) damages for breach of their contract of employment by Local 480; (2) damages for conspiracy to injure Local 480; (3) an accounting for moneys had and received by them alleged to belong to Local 480.

On the application of the defendants, Mr. Justice Wilson proceeded to determine certain questions of law raised in the pleadings without hearing evidence in the case. The defendants maintained that a representative action was not appropriate in a suit for damages for breach of contract and for the tort of conspiracy and in a claim for an accounting. They asserted that Local 480 was a *persona juridica* entitled and required to bring this action in its own name.

Dealing first with the question of whether a representative action was appropriate, he quoted the Court rule, in force in England and in practically all Canadian jurisdictions, under which representative actions are brought:—

Where there are numerous persons having the same interest in one cause or matter, one or more of such persons may sue or be sued, or may be authorized by the Court or a Judge to defend in such cause or matter, on behalf or for the benefit of all persons so interested.

Mr. Justice Wilson found that the weight of authority seemed to support the defendants' argument that a claim for damages either in tort or in contract was not properly the subject of an action by representative plaintiffs. He quoted from the English case *Markt and Co. Limited v. Knight SS Co.* (1910):—

Damages are personal only. To my mind no representative action can lie where the sole relief sought is damages, because they have to be proved separately in the case of each plaintiff, and therefore the possibility of representation ceases.

His Lordship concluded that, although the members of a trade union had a common interest, a representative action on their behalf for damages was not appropriate, since the financial impact on the members of wrongful acts against the union would differ among the members and a representative action would prevent the individual presentation of the members' claims for damages.

Dealing with the question of whether a representative action for an accounting of funds was appropriate. His Lordship cited the case of *Osler & Co. v. Solman* (1926) where such an action was allowed. He quoted from the judgment in that case:—

There is here clearly a common fund in which all the members of the syndicate have a common interest. Each subscriber becomes liable to his fellow-members as a body and not to each individual.

Mr. Justice Wilson was of the opinion that the moneys claimed in the present case were part of what was "clearly a common fund in which all the members have a common interest".

He concluded that the claims for damages for breach of contract and for conspiracy, in so far as they were made on behalf of persons not parties to the action, could not be maintained but that the claim against the defendants for an accounting of money was properly the subject of a representative action.

His Lordship then turned to the question of the right of a union to sue or be sued as an entity in its own name, and whether, if such a right exists, it precludes the right of a representative action.

He stated that in British Columbia judicial recognition of trade unions as suable entities was limited in its scope. The effect of the decisions in *In re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union* (L.G., 1947, p. 1500) and in *Vancouver Machinery Depot Limited v. United Steelworkers of America* was merely to establish that a union may be sued as an entity in cases arising under the Industrial Conciliation and Arbitration Act. He held it to be an inevitable corollary that a union may sue in cases arising under that Act. In *Hollywood Theatres Ltd. v. Tenney* it was held that a trade union might be sued as an entity for the torts covered by the Trade-unions Act.

Assuming for the purposes of argument that a trade union was a *persona juridica* able to bring any type of action in its own name, he saw no reason why a representative action in a proper case was precluded. In the *Taff Vale* case, at least two members of the House of Lords were of the opinion that the fact that the union was a suable entity did not preclude the alternative of an action against its members through their proper representatives.

In conclusion, His Lordship stated that the effect of judgments in the *Patterson* case, the two *Vancouver Machinery Depot*

cases and the *Hollywood* case was to expose a union as an entity to suit in respect of those very causes of action which they have in the past most feared. From the viewpoint of trade unions, he could see little remaining practical utility in the preservation of the cumbersome artificiality of suits by and against representatives. Since, however, his duty was not to create new law but to apply existing law, he ruled that, even if Local 480 had in this case the right to sue in its own name for an accounting, it still had the right to bring action through representative plaintiffs.—*Walker et al v. Billingsley et al*, [1952] 5 WWR (NS) 363.

### Ontario Registrar in Bankruptcy . . .

... rules that vacation pay earned in the three months preceding bankruptcy is a preferred claim

The Registrar in Bankruptcy, Ontario Supreme Court, on January 23, 1952, ruled that vacation pay earned under the Ontario Hours of Work and Vacations with Pay Act for services rendered in the three months preceding a bankruptcy is entitled to rank as a preferred claim. However, the employee must rank as an ordinary creditor for the balance of his vacation pay claim.

The question came before the Registrar in an appeal from the decision of a Trustee in Bankruptcy disallowing an employee's claim for \$52.61 for vacation pay as a preferred claim under Section 95 (1) (d) of the federal Bankruptcy Act, 1949.

The Registrar, in his decision, quoted the relevant sections of the Hours of Work and Vacations with Pay Act and Regulations making it mandatory for every employee in an industrial undertaking to be given a vacation of at least one week with pay for every working year of his employment or, in the case of an employee who has ceased to be employed by an employer, vacation pay in the amount of two per cent of his total earnings for the period in respect of which he is entitled to a vacation with pay. He considered that, subject to the qualifications set out in the Regulations under the Act, vacation pay is earned in a manner similar to wages.

The Registrar cited cases dealing with the question of the priority to be given to vacation pay under the Bankruptcy Act of the United States. According to *State of California v. Sampsell* (1949), the vacation is earned by the performance of the entire year's service, and only one-fourth of it is earned during the three months



preceding bankruptcy. He therefore allowed the claim for priority for two per cent of the wages earned in that three-month period and ruled that the claimant was entitled to rank as an ordinary creditor for the balance of his claim for vacation pay.

As this was a new point, the Registrar ruled that the costs should be paid out of the estate.—*Re S. A. Baker & Son Ltd., Ex parte Champagne*, [1952] 3 DLR 72.

### Supreme Court of the United States . . .

... holds that the President did not have power under the Constitution to seize the steel mills

The Supreme Court of the United States, in a six-to-three decision given June 2, held that the President did not have power under the Constitution to seize the steel mills to prevent a work stoppage which threatened to imperil the defence program.

Mr. Justice Black, delivering the opinion of the Court, summed up the issue:—

We are asked to decide whether the President was acting within his constitutional power when he issued an order directing the Secretary of Commerce to take possession of and operate most of the nation's steel mills. The mill owners argue that the President's order amounts to lawmaking, a legislative function which the Constitution has expressly confided to the Congress and not to the President. The Government's position is that the order was made on findings of the President that his action was necessary to avert a national catastrophe which would inevitably result from a stoppage of steel production, and that in meeting this grave emergency the President was acting within the aggregate of his constitutional powers as the nation's Chief Executive and the Commander in Chief of the Armed Forces of the United States.

He then outlined the series of events which led up to the suit of the steel companies against the Secretary of Commerce.

In the latter part of 1951, the steel companies and their employees were unable to conclude a new collective agreement. On December 18, the employees' representative, United Steelworkers of America, gave notice of an intention to strike when the existing bargaining agreements expired on December 31. The Federal Mediation and Conciliation Service then intervened in an effort to get labour and management to agree but without success. On December 22, the President referred the dispute to the Wage Stabilization Board which was required to investigate and make recommendations for fair and equitable terms of settlement.

The Board's report resulted in no settlement. On April 4, 1952, the union gave notice of a nation-wide strike to begin on April 9.

The President, in the belief that the strike would immediately jeopardize national defence and that seizure of the steel mills was necessary in order to assure the continued availability of steel, issued an order a few hours before the strike was to begin directing the Secretary of Commerce to take possession of most of the steel mills and keep them running. The Secretary issued possessory orders, calling upon the presidents of the various seized companies to serve as operating managers for the United States in accordance with his regulations and directions. The President reported his action to Congress on the following day.

The companies obeyed the Secretary's orders under protest and brought proceedings against him in the District Court. They charged that the seizure was not authorized by an Act of Congress or by any constitutional provisions. They asked the Court to declare the orders of the President and the Secretary invalid and to issue preliminary and permanent injunctions restraining their enforcement. The Government, opposing the motion, argued that, since a steel strike would endanger the safety and well-being of the nation, the President had inherent power to do what he had done, supported by the Constitution, by historical precedent, and by court decisions. The District Court on April 30 issued a preliminary injunction restraining the Secretary from "continuing the seizure and possession of the plant." On the same day the Court of Appeals stayed the District Court's injunction. The Supreme Court granted *certiorari* on May 3 and held hearings on May 12.

Discussing the question which the Supreme Court was asked to determine, "Is the seizure order within the constitutional power of the President?" Mr. Justice Black pointed out that the President's power, if any, to issue the order must stem either from an Act of Congress or from the Constitution itself. He found that there was no statute that expressly authorized the President to take possession of property as he had done in this case, nor was there any statute from which such power could fairly be implied. Not only was there no such enactment, but when the Taft-Hartley Act was under consideration, Congress rejected an amendment which would have authorized governmental seizures in cases of emergency. The

plan Congress adopted in that Act did not provide for seizure under any circumstances. Instead, the Act seeks to bring about settlement by mediation, conciliation, investigation by boards of inquiry, and public reports, and in some instances temporary injunctions are authorized to provide cooling-off periods. If these measures fail, the unions are left free to strike if the majority of the employees, by secret ballot, express a desire to do so.

Mr. Justice Black next examined the contention that presidential power sufficient to authorize the seizure order should be implied from the aggregate of his powers under the Constitution. In support of this contention, particular reliance was placed on provisions in Article II which say that "the executive Power shall be vested in a President . . ."; that "He shall take Care that the Laws be faithfully executed"; and that he "shall be Commander in Chief of the Army and Navy of the United States."

In Mr. Justice Black's opinion, the order could not be justified as an exercise of the President's military power. It could not be held, with faithfulness to the constitutional system, that the Commander in Chief of the Armed Forces has the ultimate power as such to take possession of private property in order to keep labour disputes from stopping production. "This is a job for the Nation's lawmakers, not for its military authorities."

Neither could the seizure be sustained because of the President's executive power. "In the framework of our Constitution," Mr. Justice Black stated, "the President's power to see that the laws are faithfully executed refutes the idea that he is to be a lawmaker. The Constitution limits his functions in the law-making process to the recommending of laws he thinks wise and the vetoing of laws he thinks bad." Further, the Constitution clearly states that all legislative powers are vested in Congress.

The President's order does not direct that a congressional policy be executed in a manner prescribed by Congress—it directs that a presidential policy be executed in a manner prescribed by the President. The preamble of the order itself, like that of many statutes, sets out reasons why the President believes certain policies should be adopted, proclaims these policies as rules of conduct to be followed, and again, like a statute, authorizes a government official to promulgate additional rules and regulations consistent with the policy proclaimed and needed to carry that policy into execution. The power of Congress to adopt such public policies as those proclaimed by the order is beyond question. It can authorize the taking of private property for public use. It can make laws regulating the relationships

between employers and employees, prescribing rules designed to settle labour disputes, and fixing wages and working conditions in certain fields of our economy. The Constitution does not subject this law-making power of Congress to presidential or military supervision or control.

Accordingly, the judgment of the District Court was affirmed.

### Concurring Opinions

Mr. Justice Frankfurter, in separate reasons for judgment, thoroughly examined previous seizure cases. Congress has at least 16 times since 1916 specifically provided for executive seizure of production, transportation, communications, or storage facilities, but in every case it qualified this grant of power with limitations and safeguards. In his view, this body of enactments, summarized in an appendix to his opinion, demonstrates "that Congress deemed seizure so drastic a power as to require that it be carefully circumscribed whenever the President was vested with this extraordinary authority." The power of seizure has been given only for a limited period or for a defined emergency, or has been repealed after a short period.

Mr. Justice Frankfurter also emphasized that in 1946 a proposal that the President be given powers to seize plants to avert a shutdown where the "health or safety" of the nation was endangered was thoroughly canvassed by Congress and deliberately rejected. Through the Taft-Hartley Act, Congress in effect says to the President: "You may not seize. Please report to us and ask for seizure power if you think it is needed in a specific situation."

No authority that has since been given to the President can be deemed to have changed the will of Congress as expressed in that Act. The Defence Production Act of 1950, under which the Wage Stabilization Board may be given authority to investigate labour disputes affecting national defence, simply provided an alternative method for conciliation and mediation. It included no seizure power.

Reaching the conclusion that the President's order should be set aside, Mr. Justice Frankfurter pointed out that the allocation of powers under the Constitution was for a specific purpose:—

A scheme of government like ours no doubt at times feels the lack of power to act with complete, all-embracing, swiftly moving authority. No doubt a government with distributed authority, subject to be challenged in the courts of law, at least long enough to consider and adjudicate the



challenge, labours under restrictions from which other governments are free. It has not been our tradition to envy such governments. In any event our government was designed to have such restrictions. The price was deemed not too high in view of the safeguards which these restrictions afford. I know no more impressive words on this subject than those of Mr. Justice Brandeis:

"The doctrine of the separation of powers was adopted by the Convention of 1787, not to promote efficiency but to preclude the exercise of arbitrary power. The purpose was, not to avoid friction, but, by means of the inevitable friction incident to the distribution of the governmental powers among three departments, to save the people from autocracy."—*Myers v. United States*.

Mr. Justice Douglas, concurring, made the additional point that when the United States takes over an industrial plant to settle a labour controversy, the United States must pay compensation for the temporary possession. The President has no power to raise revenues. "The branch of government that has the power to pay compensation for a seizure is the only one able to authorize a seizure or make lawful one that the President had effected."

Mr. Justice Jackson, also concurring, asserted that in the practical working of government a technique has been evolved within the framework of the Constitution by which normal executive powers may be considerably expanded to meet an emergency.

Congress may and has granted extraordinary authorities which lie dormant in normal times but may be called into play by the Executive in war or upon proclamation of a national emergency. In 1939, upon congressional request, the Attorney General listed ninety-nine such separate statutory grants by Congress of emergency or war-time executive powers. They were invoked from time to time as need appeared. Under this procedure we retain Government by law—special, temporary law, perhaps, but law nonetheless. The public may know the extent and limitations of the powers that can be asserted, and persons affected may be informed from the statute of their rights and duties.

In view of the ease, expedition and safety with which Congress can grant and has granted large emergency powers, certainly ample to embrace this crisis, I am quite unimpressed with the argument that we should affirm possession of them without statute. Such power either has no beginning or it has no end. If it exists, it need submit to no legal restraint. I am not alarmed that it would plunge us straightway into dictatorship, but it is at least a step in that wrong direction.

He warned that no decision of the Court could keep power in the hands of Congress "if it is not wise and timely in meeting its problems . . . We may say

that power to legislate for emergencies belongs in the hands of Congress, but only Congress itself can prevent power from slipping through its fingers."

Mr. Justice Burton and Mr. Justice Clark, likewise concurring, held that the controlling fact in this situation was that Congress had by law prescribed specific procedures for the President's use in meeting the emergency. In the absence of such action by Congress, the President's independent power to act would, in their view, depend upon the gravity of the situation confronting the nation.

### Dissenting Opinion

Chief Justice Vinson, Mr. Justice Reed and Mr. Justice Minton dissented, and would have reversed the order of the District Court. Reasons for the dissent were given by Chief Justice Vinson.

He maintained that those who suggested that the present case involved extraordinary powers should be mindful that these are extraordinary times. He reviewed the responsibilities that the nation has assumed in the world community, a review which he said discloses "the enormity of our undertaking." To carry out its responsibilities, Congress had enacted a large body of implementing legislation. It had authorized military, economic and technical assistance to friendly countries to strengthen mutual security; directed the President to build up defences; and appropriated huge sums for military equipment and supplies. Recognizing the impact of these programs upon the economy, Congress passed the Defence Production Act granting the President authority to requisition property and to allocate and fix priorities for scarce goods and power to stabilize prices and wages and to provide for settlement of labour disputes arising in the defence program.

Chief Justice Vinson pointed out that the President has the duty to execute this legislative program. It had not been suggested that the President's finding that any stoppage of steel production would place the nation in peril should be rejected.

The power to eminent domain, invoked in the seizure of the steel mills, is an essential attribute of sovereignty and has long been recognized as an attribute of the federal Government. To hold that that power can only be exercised by Act of Congress and not by the President is not in keeping with the history of executive action in the United States. He related numerous instances where presidents have taken prompt action to



enforce the laws and protect the country, whether or not Congress happened to provide in advance for the particular method of execution. Congress and the courts had later given approval to such executive initiative.

Turning back to the situation confronting the President on the night of April 8, 1952, he stated:—

We cannot but conclude that the President was performing his duty under the Constitution "to take care that the laws be faithfully executed"—a duty described by President Benjamin Harrison as "the central idea of the office."

The President reported to Congress the morning after the seizure that he acted because a work stoppage in steel production would immediately imperil the safety of the Nation by preventing execution of the legislative programs for procurement of military equipment. And, while a shut-down could be averted by granting the price concessions requested by plaintiffs, granting such concessions would disrupt the price stabilization program also enacted by Congress. Rather than fail to execute either legislative program, the President acted to execute both.

Much of the argument in this case has been directed at straw men. We do not now have before us the case of a President acting solely on the basis of his own notions of public welfare. Nor is there any question of unlimited executive power in this case. The President himself closed the door to any such claim when he sent his Message to Congress stating his purpose to abide by any action of Congress, whether approving or disapproving his seizure action. Here, the President immediately made sure that Congress was fully informed of the temporary action he had taken only to preserve the legislative programs from destruction until Congress could act.

The President had exhausted the procedures for settlement available to him. The emergency provisions of the Taft-Hartley Act were "a route parallel to, not connected with, the Wage Stabilization Board procedure." The strike had been delayed 99 days in contrast with the maximum delay of 80 days under the Taft-Hartley Act.

The concept that in emergency situations the President must confine himself to sending a message to Congress recommending action he termed a "messenger-boy concept of the Office," under which the President cannot even act to preserve legislative programs from destruction so that Congress will have something left to act upon.

Executive inaction in such a situation, courting national disaster, is foreign to the concept of energy and initiative in the Executive as created by the Founding Fathers. . . . The Framers knew, as we

should know in these times of peril, that there is real danger in Executive weakness. There is no cause to fear Executive tyranny so long as the laws of Congress are being faithfully executed. Certainly there is no basis for fear of dictatorship when the Executive acts, as he did in this case, only to save the situation until Congress could act.—*The Youngstown Sheet and Tube Company et al v. Sawyer*, Supreme Court of the United States, June 2, 1952.

## Supreme Court of the United States . . .

. . . holds that employer's demand for management rights clause in contract not refusal to bargain

The Supreme Court of the United States, six to three, held that an employer's insistence on a clause in a collective agreement reserving to management control over certain conditions of employment was not a refusal to bargain.

The Office Employees International Union (AFL), Local 27, certified by the National Labour Relations Board as the exclusive bargaining representative of the office employees of the American National Insurance Company of Galveston, Texas, requested a meeting with the company for the purpose of negotiating an agreement. At the first meeting, on November 30, 1948, the union submitted a proposed contract covering wages, hours, promotions, vacations and other matters, and a clause establishing a procedure for settling grievances arising under the contract by successive appeals to management with final resort to an arbitrator. The company objected to the provisions calling for unlimited arbitration and proposed a "management functions" clause listing promotions, discipline and work scheduling as the responsibility of management and excluding such matters from arbitration.

Objecting that such a clause covered matters on which the employer had a duty to bargain, the union filed a charge with the National Labour Relations Board that the employer had refused to bargain as required by the Labour-Management Relations Act. It also charged that during the negotiations the company had established new night shifts and introduced a new system of lunch hours without consulting the union.

The National Labour Relations Board filed a complaint against the employer for interfering with the guaranteed rights of the employees and for unfair labour practices.

While proceedings of the Board were still pending, on January 13, 1950, an agreement between the union and the company was signed. The agreement contained a

management functions clause that rendered non-arbitrable matters of discipline, work schedules and certain other matters. Promotions and demotions were made the subject of a special clause establishing a union-management committee to pass upon such matters.

The Board ordered the company in general terms to bargain collectively with the union and prohibited bargaining for any management functions clause covering a condition of employment.

On petition of the company, the Court of Appeals for the Fifth Circuit reviewed the Board's order. The Court found that the Act did not preclude an employer from bargaining for inclusion of any management functions clause in an agreement and that the company did not fail to bargain in good faith by reason of its bargaining for a management functions clause. As a result, enforcement of the Board's order respecting the management functions clause was denied; other portions were enforced because the company's unilateral action in changing working conditions during bargaining was considered to be failure to bargain in good faith. The Board appealed to the Supreme Court for review of the denial of enforcement.

Chief Justice Vinson, in delivering the opinion of the Supreme Court, stated that the Act is designed to promote industrial peace by encouraging the making of voluntary agreements governing relations between unions and employers. It does not require an agreement to be made nor does it regulate the substantive terms governing wages, hours and working conditions incorporated in an agreement. The theory of the Act is that the making of voluntary labour agreements is encouraged "by protecting employees' right to organize for collective bargaining and by imposing on labour and management the mutual obligation to bargain collectively." Therefore, enforcement of the obligation to bargain collectively is crucial to the effective operation of the Act. A good faith test of bargaining is written into Section 8 (d) of the Act:—

to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment, or the negotiation of an agreement, or any question arising thereunder, and the execution of a written contract incorporating any agreement reached if requested by either party, but such obligation does not compel either party to agree to a proposal or require the making of a concession.

The Chief Justice went on to say that it is apparent from the statute that the

Act does not encourage a party to engage in "fruitless marathon discussions at the expense of frank statement and support of his position" and that it is equally clear that the Board may not, either directly or indirectly, compel concessions or otherwise sit in judgment upon the substantive terms of collective bargaining agreements.

The Board did not contend that a management functions clause covering some conditions of employment is an illegal contract term. Bargaining for management functions clauses is common collective bargaining practice. The Board would permit an employer to propose such a clause but, if the union declines to accept the proposal, the Board takes the position that the employer must agree to include in any labour agreement provisions establishing fixed standards for work schedules or any other condition of employment. An employer would be permitted to bargain as to the content of the standard so long as he agrees to freeze a standard into a contract. Bargaining for more flexible treatment of such matters would be denied employers even though the result may be contrary to common collective bargaining practice in the industry.

In the Court's view, "the Board was not empowered so to disrupt collective bargaining practices." Referring again to the provision of the Act stipulating that the Board should not pass upon the desirability of the substantive terms of labour agreements, the Court held that:—

Whether a contract should contain a clause fixing standards for such matters as work scheduling or should provide for more flexible treatment of such matters is an issue for determination across the bargaining table, not by the Board. If the latter approach is agreed upon, the extent of union and management participation in the administration of such matters is itself a condition of employment to be settled by bargaining.

### Dissenting Opinion

Mr. Justice Minton, Mr. Justice Black and Mr. Justice Douglas would have allowed the Board's appeal. In his dissenting opinion, Mr. Justice Minton took the stand that there had been a refusal to bargain on the part of the employer in that "the employer came into the bargaining room with a demand that certain topics upon which it had a duty to bargain were to be removed from the agenda—that was the price the union had to pay to gain a contract." Whether an employer closes off all bargaining or, as in this case, only a certain area of bargaining, he has refused to bargain as to what-



ever he has closed off. Where there is a refusal to bargain, any discussion of good faith or bad faith is pointless.

The Board in this case was seeking to compel the employer to bargain about subjects properly within the scope of collective bargaining. That the employer

has such a duty to bargain and that the Board is empowered to enforce the duty is clear.

*National Labour Relations Board v. American National Insurance Company*, Supreme Court of the United States, May 26, 1952.

## Recent Regulations under Provincial Legislation

Rules for safe welding issued by Alberta Workmen's Compensation Board. Manitoba revises regulations requiring medical examination of workers exposed to silica dust. Regulations are made under Alberta Widows' Pensions Act and under Disabled Persons' Allowances Act of Ontario

In Alberta, a new order for workers employed in the construction of the Trans Mountain Pipe Line sets normal hours of eight and 40, and requires time and one-half to be paid after those limits. The Alberta Workmen's Compensation Board issued new safety rules for welding.

The regulations under the Manitoba Public Health Act requiring workers exposed to silica dust to hold health certificates were revised. Hitherto applicable only to mining and to iron, steel and metal foundries, they may now be applied to any designated occupation in which there is silica exposure.

In the field of social legislation, regulations setting out conditions of eligibility for an allowance were issued under two new Acts, the Widows' Pensions Act of Alberta and the Disabled Persons' Allowances Act of Ontario.

### Alberta Labour Act

#### *Outdoor Advertising Industry*

\* By O.C. 756-52, approved May 26 and gazetted June 14, Order 22 (L.G., 1943, p. 1032) made in 1943 under the former Male Minimum Wage Act was rescinded. The order applied to designers, wall men, sign painters' helpers, bill posters and construction mechanics permanently employed at a salary of at least \$25 per week in the outdoor advertising and sign painting industry in Edmonton and Calgary. If their hours of work did not exceed an average of 50 per week during the whole year, these workers were exempted from the general overtime requirement of time and one-half after the hours prescribed by the Hours of Work Act.

These workers are now covered by the new Hours of Work Order 22, 1952 (L.G., June, 1952, p. 787), which applies to the

four cities of Edmonton, Calgary, Lethbridge and Medicine Hat. This order reduced weekly hours to 44. For hours worked in excess of nine in a day or 44 in a week, time and one-half must be paid.

#### *Pipe Line Construction*

A new hours of work and minimum wage order (No. 18), approved by O.C. 755-52 on May 26 and gazetted June 14, applies to workers engaged in the construction of the Trans Mountain Pipe Line from Atcheson, Alta., to Burnaby, B.C. The normal hours of work fixed by the order are eight in a day and 40 in a week, except where a greater daily maximum is established by a collective agreement.

Where daily hours exceed eight or the maximum fixed by the agreement, or weekly hours exceed 40, time and one-half must be paid. An employee required to work on his day of rest must be paid at the overtime rate. Employers are permitted to allow their employees a total of eight days of rest over an eight-week period instead of a weekly day of rest.

Order No. 18 (1950) (L.G., 1950, p. 1063), which applied to workers on the Inter-provincial Pipe Line, is rescinded.

### Alberta Supplementary Allowances Act

Regulations established under the revised Supplementary Allowances Act passed at the 1952 session set out the means test which a recipient of an old age security pension, a blind person's allowance or an old age assistance allowance must pass in order to qualify for a supplementary allowance from the province of \$10 a month. The regulations were approved by O.C. 579-52 on April 28 and gazetted May 15.



Earlier regulations issued in January under the Old Age Pensions (Supplementary Allowances) Act (O.C. 7-52, L.G., March, 1952, p. 314) provided for the payment of allowances to needy old age security pensioners and blind persons only. An important change in the new regulations is that persons receiving old age assistance are now included among those eligible for supplementary allowances, subject to the residence qualifications set out in the Act and the means test prescribed by the regulations. Payment of allowances to this group was authorized by the new Act.

The new regulations lay down a stricter means test, as the maximum annual income permissible has been reduced for several categories of recipient, by either \$60 or \$120. As previously, an unmarried sighted recipient of old age security is eligible for a supplementary allowance if his income, including his pension and the supplementary allowance of \$120, does not exceed \$840 a year. The maximum annual income has been reduced, however, from \$960 to \$900 for an unmarried blind person who is receiving either an old age security pension or a blind person's allowance and from \$1,160 to \$1,100 for an unmarried blind person with a dependent child.

The earlier regulations permitted a married recipient to qualify for the supplementary allowance if the combined income of recipient and spouse, including allowances, was not more than \$1,320 a year. Under the new regulations, the limit set on the annual income of a married couple is \$1,320 if both are receiving old age security, but is lowered to \$1,260 if only one is receiving old age security.

Where one of the married partners receives a blind person's allowance or is a blind recipient of old age security and the other either receives no allowance or is a recipient of old age assistance, their combined income may not exceed \$1,320 if they are to qualify for the supplementary allowance. Previously, if either the recipient or the spouse were blind, the limit set on their annual income was \$1,440. If both partners are blind, their income may now not exceed \$1,440 a year, where previously \$1,560 was the maximum.

A more stringent means test is set for recipients of old age assistance than for the other two groups. To qualify for the supplementary allowance, an unmarried recipient of old age assistance must have an annual income of not more than \$720, including old age assistance and the supplementary allowance. A married recipient of old age assistance is eligible for the supple-

mentary allowance if the combined income of recipient and spouse is not more than \$1,200 a year. The same limit applies if both husband and wife are receiving old age assistance.

If payment of the full supplementary allowance would put the income of a recipient beyond the maximum amount specified for his category, the allowance must be reduced accordingly, 50 cents or over being considered one dollar.

The provisions for administration are the same as in the previous regulations, except that the administrative authority is now specified as the Old Age Pensions Board. A new clause provides that payment of a supplementary allowance must be suspended while the recipient is confined in any public mental institution.

### Alberta Widows' Pensions Act

Regulations approved by O.C. 580-52 on April 28 and gazetted May 15 provide for the administration of the Widows' Pensions Act, under which a widow between the ages of 60 and 65 years may receive a pension of up to \$40 a month if her income, including the pension, does not exceed \$720 a year.

With a few minor differences, the regulations under the Widows' Pensions Act are the same as the old age assistance regulations recently issued (L.G., July, p. 946). The administrative authority in each case is the Old Age Pensions Board, and the same procedure is to be followed with respect to proving the eligibility of an applicant and to the payment of pensions.

Application for a pension may be made by any widow who claims to have reached the age of 59 years and eight months. On an application form supplied by the Old Age Pensions Board, an applicant must state her full name, including her maiden name, the place and date of her birth, places of residence during the 15 years before she reached the age of 60 years and up to the time of making application, her occupation, income and means of subsistence, and particulars of any real or personal property owned by her at the date of application or which she transferred to another person during the previous five years. The application must be accompanied by a statutory declaration that all statements are true and that no required information has been concealed or omitted.

Eligibility for a pension is to be determined by the Board after an investigation has been made into the facts set out in the application. Investigators

employed by the Department of Public Welfare or by duly authorized municipal authorities must personally interview the applicant. This investigation is to be made not sooner than four months before the date on which payment of a pension is proposed to begin. When a pension is being paid, further investigation may be made at the Board's direction to determine whether the recipient is still eligible for a pension, and before a pension is altered, suspended or reinstated, the Board must see that an inquiry is made into the circumstances of the recipient. The investigator's report must be filed with the application, to be available at any time for inspection by the Provincial Auditor.

To prove that she is eligible as regards age, an applicant for a widow's pension must forward to the Board a certificate of birth or baptism or other documentary evidence. If the Board is unable to obtain satisfactory evidence from the applicant herself or from the registrar of vital statistics of the province in which the applicant was born, it may ask the Dominion Bureau of Statistics to search the census records, provided that the applicant gives written consent and that the information supplied remains confidential and is not used for any purpose other than proving her age under the Act.

The Act states that, to be eligible, an applicant must have resided in Canada during the 15 years immediately before she reached the age of 60 years and have resided in Alberta for the greater part of the three years immediately preceding the date payment is to begin. The Board may take into account the statutory declaration of any reliable disinterested person regarding the applicant's length of residence in Canada or in Alberta. Intervals of absence which on the average do not exceed 60 days per year will be deemed not to have interrupted the applicant's residence in Canada or in the province.

As in the old age assistance regulations, absence from Canada for certain employments, Government service, missionary work or war service is considered residence in Canada. This provision applies to an applicant who accompanied her husband during his absence from Canada for any of these reasons.

The Act sets a limit of \$720 on the annual income a widow may have, counting her pension. The regulations provide that income will include any assistance paid under the Act, interest from real or personal property, and the value of board and lodging furnished free or for a nominal

charge. They also specify the manner in which the Board must determine the amount to be considered income from real or personal property.

Where board and/or lodging is provided to a recipient free or for a nominal sum, an amount which would be a fair and reasonable charge must be considered as income. The amount considered as income may not be less than \$10 a month for lodging, \$20 a month for board, or \$30 a month for board and lodging.

A pension may be paid from the first day of the month following the month in which the application is approved.

The payment of a pension will be suspended while a recipient is absent from Alberta, except that the Board, if satisfied that the circumstances justify it, may pay the pension for a period of absence not exceeding a total of 92 days in the 12-month period preceding her return to Alberta. The pension must be suspended while the recipient is serving a sentence of imprisonment exceeding 30 days, or is confined to a public mental hospital, or is not complying with the Act and regulations.

A recipient is required to report immediately any increase or reduction in her income or real property and to furnish particulars of any personal property she acquires after the date of her application. Any recipient who desires to apply for an increase in her pension must furnish all necessary information to the Board.

Widows' pensions are to be paid by cheque at the end of each month.

## **Alberta Workmen's Compensation Act**

### *Welding*

New safety regulations of the Alberta Workmen's Compensation Board governing the installation and operation of welding equipment were gazetted on May 31. They repeal all previous regulations.

### *General*

No employer or other person may authorize or order any employee or subordinate who is not the holder of a valid certificate of proficiency as a welder to undertake any welding operation, and no workman may engage in any welding operation, unless he holds a valid certificate of proficiency covering that particular class of welding. These are the requirements laid down in the Welding Act.

A fire extinguisher of suitable size must be readily accessible in a prominently marked location before any operation of cutting, heating or welding is begun. A dry chemical type of extinguisher is recommended. All hollow spaces or containers



which may be filled with combustible material must be vented by drilling or other method to permit the escape of air or gases before preheating, cutting or welding. Purging with inert gas is recommended where possible. A jacketed vessel, tank or container must not be welded until every possible precaution has been taken to vent the contained air. A metal part which is suspiciously light may be hollow inside and must be drilled before heating. Floors in all welding areas must be kept free from debris, especially from all inflammable materials.

Hammers, chisels, punches, drills and other tools may not be used if they have burrs or mushroomed heads, and all tool handles must be of sound material, kept smooth and securely fastened in tool heads. Wheels used for grinding must be guarded with a hood close to the wheel, extending over the top and strong enough to withstand the shock of a bursting wheel. Rests used on grinding wheels must be fastened securely not more than one-eighth of an inch from the face of the wheel, and may not be adjusted while the grinder is in motion. Grinding wheels may not exceed the speed recommended by the manufacturer.

Suitable goggles with hard safety glass lenses must be supplied by the employer and worn by a workman while working at an abrasive wheel, unless the wheel is equipped with extension guards with adequate steel frames and shatterproof glass kept in proper position whenever the wheel is used. Goggles must be worn at all times by workmen working at machines where two or more wheels are operating, whether or not they are fitted with glass guards. Workmen using buffing wheels or portable grinders must always wear goggles. Where workmen are cutting, welding, quenching or chipping, or working near such operations, they must wear suitable close fitting goggles, gloves and helmets provided by the employer, and must not wear ragged or oil-soaked clothes.

For protection against lead fumes, an air-line respirator must be used if possible in all cases where a workman is engaged in welding or cutting lead or metals coated with cadmium, lead, mercury, cadmium-bearing paint or lead-bearing steel. If conditions do not permit its use, an approved filter-type respirator may be used for intermittent periods of work.

After welding operations are completed, the operator must mark the hot metal or provide some other means of warning other workers.

## Gas Welding

Detailed rules are set out for gas welding. Acetylene generators may be operated only by a workman who holds a valid certificate of proficiency for gas welding or who has passed a test on the operation and maintenance of acetylene generators to the satisfaction of the Workmen's Compensation Board. Acetylene generators must be of approved construction and must not be used at rates in excess of those set out by the manufacturer. The manufacturer's name and address, the type and number of the generator and the amount of carbide to be used must be plainly marked on metal plates permanently attached to the generator. Complete detailed instructions for its operation and maintenance must accompany a generator at all times.

Numerous precautionary measures are included for protection against fire and gas. Rules are prescribed for the safe operation, cleaning, moving, storing and protection against freezing of portable generators. Stationary generators may not be located in a room where welding is done or where there is an open flame. Housing must be well ventilated and of fire-proof construction, and a sign reading *Calcium carbide. Do not use water in case of fire* must be posted in a conspicuous place. In freezing weather the building must be heated by steam, hot water, or other indirect means. Smoking in generator-rooms is prohibited. Lighting must be from stationary lights enclosed in vapour-proof covers with rigid conduit; switches and other electrical apparatus must be located outside the room. Calcium carbide may be stored only in tight containers in a water-tight fire-proof room where men are not regularly required to work.

The regulations prescribe the equipment required for generators and the proper methods of cleaning, repairing and charging a generator. Pressure regulators used on oxygen, acetylene, or other gas cylinders must be regularly examined and kept in repair. Leaking regulators or torches with leaking valves may not be used. All hoses used for cutting and welding must be inspected at frequent intervals by the welder or shop foreman. If a hose is found to be in unsafe condition, it must be discarded or repaired and tested again before use. Oil or grease must not be permitted to come into contact with oxygen cylinders, valves, regulators, hose or other fittings.

If materials giving off fumes are burned without sufficient ventilation, all workmen exposed to the fumes must wear proper respirators. Burners or welders required to



work in a confined or cramped space must be given help or supervision. All workmen must exercise extreme caution when opening any cylinder valve. When quenching hot metal, a workman must use long-handled tongs and a large quantity of liquid.

#### *Electric Welding*

To protect his eyes and face, every person engaged in electric welding is required to wear a flip front type helmet containing a coloured glass between two protecting clear glasses. While he is chipping or cleaning the weld, only the flip front containing a first protecting glass and the coloured glass may be raised, leaving the second protecting glass in the helmet. Employers must supply suitable protecting screens wherever are welding is carried on. Welders and helpers must wear adequate helmets and goggles.

Welding machines must be shut down at all rest periods, ends of shifts and when the lines are changed to new locations. When machines are not started or stopped by the welder himself, he must be notified when this is done.

All welding equipment must be thoroughly inspected at least once a month by a competent welder or foreman, and any equipment showing excessive wear or weakness must be immediately repaired or discarded.

All barrels, tanks and other containers which may have contained combustible substances at any previous time must be thoroughly steamed before welding or repairing begins. The welding or repairing must be carried out while the vessel is still warm with steam. The supports of elevated tanks must be accessible for the purpose of inspection. Every tank over seven feet deep containing liquids must have a fixed ladder both inside and outside, except that tanks with fixed permanent covers and with manholes within four feet of the ground need have outside ladders only. When workmen are employed around open tanks containing harmful substances, or open tanks four feet or more in depth, the sides of the tanks must extend at least 36 inches above the working platform or a standard handrail must be provided. Walkways over these open tanks must be at least 20 inches wide and equipped with standard handrails. Men walking on tank roofs must use planks to increase the bearing surface on which they walk.

No workman may enter any tank, vessel or chamber that may contain toxic fumes or gases until it is ascertained that the air inside is sufficiently pure. In doubtful

cases workmen must use air supply respirators and life lines, and another workman must be stationed at the entrance to assist those that may become distressed.

Where these regulations do not provide suitable protection against injury or industrial disease, the Board may direct or approve of any changes found necessary.

#### **Manitoba Building Trades Protection Act**

An amendment to the safety regulations issued in March governing construction and excavation work (L.G., June, 1952, p. 788) requires the erection of a covered passageway where construction, repair or demolition work is to be performed within three feet of a street and in other cases where an inspector considers it necessary for the protection of workmen and of the public. The amendment (Manitoba Reg. 17/52) was filed May 29 and gazetted May 31.

Where any work is to be performed within three feet of a street, a covered passageway at least eight feet high and four feet wide on the inside must be erected over the sidewalk before the work is commenced. A temporary exemption from this provision may be granted in writing by an inspector and will remain in effect unless cancelled by the Minister of Labour. In other cases where an inspector considers it necessary to order the construction of such a passageway, it is the duty of the employer to erect it immediately and work must be halted until the passageway has been completed.

A covered passageway must have framework and roof of ample strength and sufficiently braced; the side nearer the work must be closely boarded with the plain surface on the passageway side of the studding. On the side near the street the roof must have a substantial curbing extending to a height of at least 12 inches. On the side of the passageway near the street there must be a substantial horizontal handrail between 30 and 42 inches from the floor. If there is no permanent sidewalk, the passageway must have a substantial floor throughout its length. Any doorways in the side near the work must open away from the passageway and toward the work. The interior of the passageway must be adequately lighted, and the ends marked by warning lanterns. No materials, ladders or other equipment may be placed on the roof of a covered passageway unless it has been specifically designed and constructed to accommodate them.

#### **Manitoba Public Health Act**

The regulations which require every workman in an occupation involving

regular exposure to silica dust to hold a licence issued after a medical examination, including an X-ray of the chest, and to undergo annual re-examination have been repealed and revised. This revision (contained in Manitoba Regulation 18/52) was filed May 29 and gazetted May 31.

The main change is that a "prescribed occupation" to which the regulations apply is now any occupation in any industry designated from time to time by the Minister of Health and Public Welfare in which a workman is or may be exposed to the inhalation of silica dust for a period of 50 hours or more every month. Previously, the regulations applied only to the mining industry and to iron, steel and metal foundries. The same change was made in 1951 in the Workmen's Compensation Act, making silicosis compensable when it is contracted in any industry under Part I of the Act instead of, as previously, only when contracted in mining and in iron, steel and metal foundries.

No person may work in a prescribed occupation for more than 60 days unless he holds a licence or a temporary permit. A licence is issued by the Minister upon being satisfied that the workman is physically fit to engage in a prescribed occupation. To obtain a licence, a workman must undergo a medical examination, including a chest X-ray, by a physician designated by the Minister. The Minister may prescribe the character of the medical examination and the reports to be submitted to him following an examination.

Every workman who holds a licence must be re-examined once each year. The Minister may revoke or suspend a licence if the workman neglects or refuses to submit to the annual examination, or if the doctor's report indicates that he is physically unfit to engage in an occupation involving silica exposure. Notice of revocation or suspension may be sent by registered mail and will be effective from the date named in the letter.

If the Minister considers it advisable to obtain a further report as to the physical fitness of a workman before granting or cancelling a licence, or if either the workman himself or his proposed employer asks him to do so, the Minister may request the permanent independent board of physicians appointed under the Workmen's Compensation Act to examine the workman and report on his physical condition. If the request is made by a workman or employer, he must pay the cost of the examination.

Where it is impracticable for a workman desiring to engage in a prescribed occupa-

tion to have the regular medical examination required for a licence, he may be examined as prescribed by the Minister by a physician named by the Minister, and if physically fit, may be issued a temporary permit. A temporary permit is valid for six months but if it appears impracticable for the workman to submit to the required examination for a licence within this period, the permit may be extended by the doctor for a further six months.

Every workman must deliver his licence or temporary permit to his employer, who is required to retain it while the workman continues in his employment and to return it upon the termination of the employment. An employer in a prescribed occupation may not continue to employ a workman who does not deposit a licence or temporary permit with him within 60 days after the employment begins, or a workman whose licence or permit has been revoked or has expired.

### Ontario Disabled Persons' Allowances Act

Regulations were made under the Ontario Disabled Persons' Allowances Act on June 5 and gazetted June 21 (Reg. 221/52). They state the financial eligibility test for an allowance, the information to be contained in the application, the manner in which the Director of the Disabled Persons' Allowances Branch must investigate claims, the types of income and value of property to be taken into account in determining whether the applicant is financially eligible, and the manner in which allowances will be paid.

They also provide for the establishment of an advisory board to assist the Director, prescribe the powers and duties of investigators and local authorities, provide for free medical and dental services to recipients of allowances, and set out the form of application and medical report to be submitted by an applicant for a disabled person's allowance.

The means test is the same as for old age assistance. The annual income permitted is \$720 for an unmarried disabled person and \$1,200 for a married person living with his spouse. These amounts must include any allowance paid under this Act.

If an unmarried applicant owns more than \$1,000 in cash, government bonds or other liquid assets, he will not be eligible for an allowance unless these assets are applied, in such manner as may be approved by the Director, to provide for a series of periodic payments towards his



support in the future. The same provision applies where the liquid assets of a married applicant and his spouse exceed \$2,000.

The regulations prescribe what will be included and what will be excluded in computing annual income and net revenue from property. In computing the income of the applicant, the local authority and the Director must include, in addition to any allowance paid under this Act, any allowance or pension paid to a spouse under the Blind Persons' Allowances Act, the Old Age Assistance Act or the Old Age Security Act, periodic payments from invested income, and net revenue from real or personal property. Allowances paid to a spouse under the Mothers' Allowances Act, family allowances, supplementary allowances paid by a municipality to a recipient of old age assistance, a blind person's allowance, an old age security pension or an allowance under this Act will not be counted as income. Neither will income include assigned pay from a member of the armed forces on active service (unless a dependant's allowance has been awarded for the recipient or his spouse), direct relief from a municipality or from the province, donations made by any Canadian charitable organization, contributions from any source to provide special care for a recipient or his spouse, an amount received by a blind spouse to obtain the services of a guide, or casual gifts of small value.

The regulations also state the manner in which net revenue from real or personal property is to be computed. Real property used as the residence of the applicant and from which no revenue is derived will not be included in computing the applicant's income.

An application for an allowance must be made through a local authority. It must state the name and address and marital status of the applicant, the type of his disability, the place and date of birth of the applicant and spouse, the applicant's places of residence in Ontario during the previous 10 years, the occupations of the applicant and spouse in the past and present, any type of public assistance received by them, all income received and the value of all property owned by the applicant or spouse. The application must be accompanied by proof of the applicant's age, the report of a duly qualified doctor on his physical condition, a written statement by the applicant permitting an investigator to inspect his assets, and, if the applicant is married and living with his spouse, proof of the marriage.

The regulations establish an advisory board of three persons to assist the Director in determining whether an applicant is eligible for an allowance. The chairman must be a duly qualified doctor. If proof of an applicant's age or marriage cannot be obtained in the regular way, the Director may require the Board to investigate and may adopt its findings as proof. The Board must review the medical evidence submitted in support of an application, obtain any additional necessary information, and report to the Director whether or not the applicant may be considered a disabled person. At least once a year and whenever requested by the Director, the Board must review each case where an allowance is being paid and inform the Director of any change in the physical or mental condition of the recipient.

The Director may request an investigator to inquire into any matter concerning a disabled person. The investigator must personally interview the disabled person. If an allowance has already been granted, the investigator may be asked to report on the circumstances of the recipient and the use he is making of the allowance. He must assist a recipient by friendly advice in any matter relating to the allowance and its expenditure.

It is the duty of local authorities to complete the application form of a disabled person after having obtained all necessary information and supporting documents. One copy must be sent to the Director and the other retained by the local authority.

Allowances are to be paid by monthly cheque from the first day of the month following the month in which the recipient<sup>a</sup> reaches the age of 18 years or the allowance is granted, whichever is later. The payment of the allowance will be suspended while a recipient is temporarily not a disabled person, is absent from Ontario, or is failing to comply with the Act and regulations. Where an allowance has been suspended for more than six months, the Director may not permit payment to be resumed until he is satisfied that the recipient is again eligible.

The recipient of a disabled person's allowance is entitled to receive without charge medical services provided under any written agreement between the Crown and the Ontario Medical Association, and dental services provided under any agreement between the Crown and the Royal College of Dental Surgeons of Ontario.



# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Statistics for May, 1952,\* show fewer claims for benefit filed than in April but more than in May, 1951. Claims increase in Ontario only

Initial and renewal claims for unemployment insurance benefit further declined in May. The report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that 83,806 claims were filed at local Employment Offices, compared with 100,951 in April. This total, however, was higher than the May, 1951, figure of 56,430.

The decrease was recorded by all provinces with the exception of Ontario, where claims filed increased from 29,139 to 33,717 because of work stoppages in motor vehicle plants following a strike of office workers.

Claimants on the live unemployment insurance registrar numbered 181,907 (132,023 males and 49,884 females) at May 31, compared with 249,375 (193,607 males and 55,768 females) at April 30, 1952, and 100,650 (66,308 males and 34,342 females) at May 31, 1951. Ordinary claimants decreased from 218,055 at April 30 to 143,490 at May 31, while short-time claimants declined only very slightly from 29,826 at the end of April to 29,383 at the end of May. The remaining claimants on the live register at May 31 consisted of 237 on supplementary benefit in the provinces of Newfoundland and Quebec and 8,797 temporary mass lay-off, of whom 8,761 were in the province of Ontario.

A total of 84,075 initial and renewal claims were adjudicated in May. Of these, 64,216 were entitled to benefit, 11,907 failed to satisfy the minimum contribution requirements, and disqualifications were imposed in 13,443 cases (including 5,416 revised and 75 supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause" 4,597 cases; "not unemployed" 2,259 cases; "not capable of and not available for work" 1,752 cases; and "refused offer of work and neglected opportunity to work" 1,590 cases.

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Persons commencing the receipt of benefit payments during May totalled 58,360 compared with 79,424 in April and 41,286 in May, 1951.

Benefit payments in May amounted to \$10,374,007 as compensation for 3,875,281 days of proven unemployment, compared with \$13,253,537 for 4,911,679 days in April, and \$5,660,433 and 2,323,200 days in May, 1951.

During the week May 31-June 6, 132,022 persons received \$1,987,922 as compensation for 748,592 proven unemployed days, while for the week April 26-May 2, 196,973 beneficiaries received \$3,096,642 in compensation for 1,150,419 days. For the week May 26-June 1, 1951, 75,914 persons received \$1,046,274 for 435,919 days of proven unemployment.

The average daily rate of benefit for the week May 31-June 6 was \$2.66, compared with \$2.69 for the week April 26-May 2. For the week May 26-June 1, 1951, the average daily rate of benefit was \$2.40.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during May, 1952, insurance books were issued to 3,531,348 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at May 31, 1952, numbered 240,528—a decrease of 1,193 since April 1.

\*See Tables E-1—E-6 at end of book.

# Decisions of the Umpire under the Unemployment Insurance Act

## Digests of two selected decisions rendered by the Umpire

### Decision CU-B 811, April 9, 1952

**Held:** *That a foreman carpenter had not shown just cause for having voluntarily left his employment on the ground that union conditions did not prevail in respect of the carpenters who worked under him; although he is at liberty to refuse to work under such circumstances he cannot expect to receive unemployment insurance benefit when his objection causes him to leave employment which is otherwise suitable.*

(Reference is made to CU-Bs 208 and 429.)

**Material Facts of Case.**—The claimant, married, 65 years of age, was employed by a construction firm as a foreman carpenter at a wage of \$85 a week from November 15, 1951, to November 22, 1951. He filed a claim for benefit on November 26, 1951, stating that he had voluntarily left his employment because "the job was too far away, about 20 miles each way."

The insurance officer imposed a six weeks' disqualification upon the claimant under Section 41 (1) of the Act because he had voluntarily left his employment without just cause.

The claimant appealed to a court of referees contending that he left his employment because union conditions did not prevail on the job in respect of the men working under him.

The court after having heard the claimant and a representative of his union upheld the decision of the insurance officer in a majority finding which reads in part:—

The claimant's representative rests his case on Section 43 of the Unemployment Insurance Act. . . . The claimant is a union member of long standing with the Amalgamated Building and Construction Workers of Canada and has held executive office in this organization and he must therefore be considered as being one familiar with all branches of trade unionism as it affects his particular industry. The claimant accepted employment as foreman-carpenter at an agreed wage between himself and his employer and it was evident at the hearing that there were differences between the two as to the way the work should be performed and this contributed in our view in a major way to the claimant's actions. The majority members of the Court

accept the claimant's statement that trade union reasons were the cause of his separation and that by continuing in his employment he would prejudice his status.

It will be noted in CU-B 208 the Umpire has held that "relief from disqualification provided by Section 43 of the Act applies only to refusal to accept employment and not to leaving employment which has been accepted with knowledge of the conditions thereof". It is clear from the contention of the union representative that one of the conditions of employment should be that union conditions prevail on the job and if they did not so prevail it was the duty of the claimant before accepting employment to investigate that fact and it is no defence, after having worked for one week, to cite this fact of non-compliance with union regulations as just cause for separation.

From the decision of the court, the claimant's union appealed to the Umpire, and stated in part:—

(1) That the decision rendered as reported in CU-B 208 should never have been used in this case, since there was the question of a strike involved and no such arose in the case in question and could or should not have been used as a parallel to it.

(2) That the claimant did at the first opportunity investigate whether union conditions did or did not prevail on the job. This is borne out by the statement of the claimant that after one day's employment, he, in a conversation with the employer, had discussed union conditions at least in so far as overtime rates were concerned, as well as methods of carrying out the work, and was told by him "From now on we will do things your way", and we submit the claimant was entitled to believe that the word "things" included trade union conditions since that subject was part of the discussion.

Having accepted the word of his employer the claimant continued to work until the first opportunity to check presented itself. This, we submit, was the first pay-day when he enquired from the other employees whose work he was directing as to what wages they had been paid and was informed the wages were not the Union rates, either for straight or overtime. . . .

We would submit to the Umpire further that the statement made in connection with a previous case as reported (CU-B 429) should be taken into serious consideration in this present appeal and that



statement is quoted: "Had the claimant been able to prove that he had been asked to do something contrary to his moral or business ethics his appeal would have been granted".

We further submit that the claimant in the present case has certainly proved he was asked to do certain things in the course of his employment which very definitely were contrary to his trade union ethics, and that the word business should without doubt be interpreted to include "union" and even the word moral should apply in this case, and on this ground alone we submit the claimant has shown "just cause" for separation...

**Conclusions.**—When the claimant completed his application for benefit, he gave as his reason for separation from..... "I left there as the job was too far away—about 20 miles each way". He also signed the following statement which is embodied in the application form:—

I declare that the information and answers given by me to the questions in this application are true and are made for the purpose of obtaining benefit.

In his appeal to the court of referees, however, he changed his story, contending that he had left his employment because union conditions did not prevail in respect of the carpenters who worked under him. He explained that the reason he had given for separation when he filed his claim for benefit was in effect "(his) excuse to quit without anybody having their feelings hurt"—meaning, presumably, the feelings of the employer.

Apart from the fact that the claimant did not use "moral and business ethics" when he signed a declaration which he knew was not true, I would point out that it is a standing rule in the jurisprudence established by the Umpire that a claimant must exhaust all possible means of having his grievance remedied before voluntarily leaving his employment and throwing himself onto the Unemployment Insurance Fund. The claimant certainly did not take this precaution, since he failed to mention to his employer the real reason for his voluntary separation.

With regard to the union's reference to CU-B 429, that decision deals with the case of an accountant who gave as one of his reasons for having voluntarily left his employment after one and a half day's employment that he had examined the company's general ledger and he did not approve of his employer's methods of book-keeping. After having commented that the evidence given by the claimant in support of his reasons for having voluntarily left his employment was both nebulous and inconclusive, I stated: "Had the claimant

shown, however, that he would have been called upon to perform work which is against moral or business ethics", not "his" moral and business ethics, as quoted by the union, "he would have established just cause for having voluntarily left his employment."

The union, therefore, besides having misquoted this statement of mine, has given it a meaning which was never intended.

To come to the union's main argument, I cannot agree that the claimant had just cause to voluntarily leave his employment on the ground that union conditions did not prevail in respect of the carpenters who worked under him. This did not directly affect him and, although he is at liberty to refuse to work under such circumstances, he cannot expect to receive unemployment insurance benefit when his objection causes him to leave employment which is otherwise suitable.

As pointed out by the majority of the court, Section 43 of the Act does not apply in cases like the present one and since the claimant is apparently "familiar with all branches of trade unionism as it affects his particular industry", he should have ascertained whether union conditions prevailed on the job before accepting employment with .....

The appeal is dismissed.

#### Decision CU-B 821, May 20, 1952

**Held:** *That, under certain circumstances, a wage-earner may undertake small contract work and on completion thereof still be considered as having the status of an employee for the purpose of the Unemployment Insurance Act.*

(Reference is made to CU-Bs 245, 264, 312 and 461.)

**Material Facts of Case.**—The claimant, married, 38 years of age, filed a claim for benefit on December 20, 1951, stating that he had worked as a painter for a painting contractor from October 31, 1950, to May 4, 1951. He also stated that since May 5, 1951, he had been in business on his own account as a contractor but at the present time he had no painting contracts. On January 7, 1952, he informed the local office that he had finished his last contract on November 26, 1951, that the value of his equipment was about \$500 and that he had as many as three employees last summer but at the present time he did not have any.

The insurance officer imposed an indefinite disqualification as from December



20, 1951, because, in his opinion, the claimant had not proved that he was unemployed within the meaning of Section 27 (1) (a) of the Act. The claimant appealed to a court of referees which unanimously reversed the decision of the insurance officer in a finding which reads as follows:—

The claimant was present at the hearing of his case by the court of referees and again renewed his statement that he has actually been unemployed since November, 1951, and that, even though he has been working on his own account during the summer, he has not had a painting contract since the date stated above, that he has no employees, no business premises, and no commercial telephone. Finally he added that the \$500 mentioned as the value of his equipment included an old automobile which he used to go to work.

From the facts on file and the statement of the claimant it follows that the latter worked as a painter for Mr. .... up to May 4, 1951. When he lost that employment he decided to take painting work on his own account and so worked until November 26, 1951. Since the latter date he has not had any painting work to do, has laid off his employees and has been without employment. After being unemployed for one month he made a claim for benefit.

In the opinion of the court of referees a distinction should be made between a person who is organized to undertake contracting work in a stable and permanent manner and one who accepts work on his own account during a certain period of the year but who, on the other hand, works more often for wages as is the case of the claimant; the proof that the claimant is not a contractor, in the sense which the Act gives to this term, is that during the last two years, except for short periods, he has worked for wages and this is accounted for by the fact that he had accumulated the minimum number of contributions to permit him to draw unemployment insurance when he is without work.

For these reasons the court does not consider the claimant a contractor, but an employee actually unemployed, and consequently the court is unanimously allowing the claim of the claimant.

The insurance officer appealed to the Umpire contending that the claimant had left the labour market to go into business on his own account which was supported by the fact that all his contributions had been accumulated prior to his commencing business on his own account and that the court should have taken into consideration the principles laid down in decisions CU-B 245, 264 and 312.

**Conclusions.**—After having studied the facts of the case, I consider that a distinction must be made between the claimant's case and those dealt with in decisions CU-B 245, 264 and 312.

CU-B 245 and 264 dealt with claimants who carried on a full-time commercial enterprise during the whole of the year and who claimed unemployment insurance benefit for certain periods during which they were idle on account of unfavourable circumstances.

CU-B 312 dealt with the case of a claimant who carried on a seasonal commercial enterprise on his own account. Following the views which I expressed in decision CU-B 461, his case, without doubt, would now be decided in a different manner.

The present case concerns a claimant who was unemployed and who rather than remain idle, undertook contract work for a few months. It is true that he had to hire a few helpers, but on the other hand, when he filed his claim for benefit he had no employees, no place of business, and no commercial telephone. It should also be noted that the \$500 of equipment which he possesses includes an old automobile which he used to go to work.

Furthermore there is nothing in the evidence which shows that he had any intention of going into business on his own account in the normal sense of the term or to voluntarily leave any employment which might be found for him, as soon as contract work again became available.

Under the circumstances, I agree with the court of referees that, unlike "a person who is organized to undertake contracting work in a stable and permanent manner" the claimant can rightfully claim that when he completed his contract work he was unemployed within the meaning of Section 27 (1) (a) of the Act.

In concluding, I must stress that it is not the intent of the Act to subsidize persons who are in business on their own account for the days they happen to be idle or they do not derive any profit from their business and that in cases like the present one the intention of the claimant and all the other aspects must be carefully scrutinized.

For those reasons the appeal is dismissed.

# Fair Wages Conditions

## In Federal Government Contracts

### Schedules Prepared and Contracts Awarded during June

#### (1) Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 136 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 138 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of over-time rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

#### (2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited:		
(Building and Maintenance).....	6	\$ 131,245.00
Defence Production:		
(January report) .....	284	3,104,858.00
(February report) .....	241	1,033,372.00
(March report) .....	288	711,239.00
(April report) .....	222	143,403.00
(May report) .....	169	675,663.00
(June report) .....	152	1,167,710.00
Post Office .....	12	132,673.19
Public Works .....	1	5,939.80

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules

setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

### (3) Arrears of Wages

During June the sum of \$2,320.48 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to the 19 employees concerned.

## Contracts Containing Fair Wages Schedules Awarded during June

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Advocate Marsh N S:* Beale & Inch Construction Ltd, construction of dyke. *Converse Marsh N S:* E R Stiles, construction of dyke. *Windsor Forks Marsh N S:* Hennessy & Spicer, construction of dyke. *Aulac Marsh N B:* R K Chappell, construction of dyke. *Chartersville N B:* Bay Construction Ltd, construction of dyke. *College Bridge*

*Marsh N B:* R K Chappell, construction of dyke. *Dorchester Marsh N B:* G Mills & Son Ltd, construction of dyke. *Swift Current Sask:* W Beattie Ramsay Construction Co Ltd, repairs & improvements to Duncairn Dam. *Magrath Alta:* Mannix Ltd, enlarging a part of St Mary Main Canal.

### Central Mortgage and Housing Corporation

*Eastern Passage N S:* L G Rawding,\* landscaping. *Halifax N S:* Cameron Contracting Ltd, construction of apartment units, Goresbrook. *New Glasgow N S:* Burke & Chiasson, exterior painting. *Campbellton N B:* C H Boutilier,\* exterior painting. *McGivney N B:* L G Rawding,\* landscaping; L G Rawding,\* landscaping. *Montreal P Q:* Montreal Managt & Mtee Co, exterior painting. *Nitro P Q:* D'Errico Bros Construction Co Regd, driveway repairs. *Quebec P Q:* Community Enterprises Ltd, construction of houses. *Sherbrooke P Q:* Martin & Freres,\* exterior painting. *Ajax Ont:* A Loiselle Inc, permanent improvements. *Aylmer Ont:* Elgin Construction Co Ltd, installation of sanitary sewers; Elgin Construction Co Ltd, erection of steelox bldgs. *Brantford Ont:* Morog Spray Painting Co,\* exterior painting. *Camp Borden Ont:* Bruce Construction Co,\* landscaping. *Centralia Ont:* Charles D Hay,\* landscaping. *Cochrane Ont:* Karl Hyvannaa & Vern Rekela,\* exterior painting. *Fort William Ont:* Arvo Tuomi, construction of houses; R S Kirup & Son,\* staking of lots. *Hamilton Ont:* Bryers Construction Co Ltd,\* additional cost to overhead. *London Ont:* Scott Jackson Construction Ltd, construction of sanitary sewers. *Oakville Ont:* Halton Paving & Construction Co Ltd, construction of sewers, watermain & house services; Bryers Construction Co Ltd, construction

of houses. *Rockcliffe Ont:* W E Baker,\* landscaping. *St Catharines Ont:* R H Clark, exterior painting; Chester Stewart,\* recovering plywood-sided houses. *St Thomas Ont:* W B Patrick,\* repair of fire loss. *Timmins Ont:* Karl Hyvannaa & Vern Rekela,\* exterior painting. *Waterloo Ont:* Morog Spray Painting Co,\* exterior painting. *Windsor Ont:* William Buttery, construction of houses; Woodlawn Construction, construction of houses. *Brandon Man:* E F Rohlfis,\* exterior painting. *Portage la Prairie Man:* Claydon Co Ltd, construction of prefabricated bldgs; H G Hay Decorating Co,\* exterior painting. *Shilo Man:* J H From,\* landscaping. *Calgary Alta:* Canadian Western Natural Gas Co,\* supply & installaton of gas mains. *Belmont Park B C:* Ed Johnston,\* landscaping. *Chilliwack B C:* Bennett & White Construction Co Ltd, construction of apartment units. *Comox B C:* S & S Electric Ltd, installation of electrical distribution system; G W Ledingham & Co Ltd, installation of water distribution & sewer systems. *Macaulay B C:* J H McRae Co Ltd, installation of electrical distribution system. *North Vancouver B C:* T Mackie, exterior painting. *Vancouver B C:* Vancouver Associated Contractors Ltd, construction of houses; Robertson Development Co Ltd, landscaping & retaining walls; Commonwealth Construction Co Ltd, paving of street etc.



## Defence Construction (1951) Limited

*Greenwood N S*: Maritime Steel & Foundries Ltd, erection of storage tanks. *Chatham N B*: Kenney Construction Co Ltd, construction of sewage disposal plant; Modern Construction Ltd, construction of ME & refueling tender garages. *Bagotville P Q*: A Janin & Co Ltd, construction of ME & refueling tender garages; A Janin & Co Ltd, construction of reinforced concrete reservoir. *St Hubert P Q*: Bedard & Girard, installation of electrical distribution system; J Becker Inc, installation of component parts for storage tanks; L Gordon Tarlton Ltd, construction of armament bldg. *Camp Borden Ont*: Reg H Steen Ltd, installation of underground steam distribution system. *Camp Ipperwash Ont*: F A Stonehouse & Son, paving of parade square. *Clinton Ont*: Canadian Comstock Co Ltd, modification & extension of central heating plant. *Downsview Ont*: Redfern Construction Co Ltd, construction of ME & refueling tender

garages. *North Bay Ont*: Carter Construction Co Ltd, construction of ME & refueling tender garages. *Toronto Ont*: Russell Construction Co Ltd, relocation of bldgs to allow space for erection of reserve accommodation bldg. *Uplands Ont*: Coghlan Construction Co, construction of road to weapons range. *Portage la Prairie Man*: Harris Construction Co Ltd, installation of component parts for storage tanks. *Winnipeg Man*: Benjamin Bros Ltd, construction of storm sewer lift station & outfall sewer. *Penhold Alta*: Alexander Construction Co Ltd, construction of headquarters bldg; Alexander Construction Ltd, construction of underground steam distribution & alterations to heating systems. *Chilliwack B C*: Bennett & White Construction Co Ltd, construction of steam distribution system. *Vancouver B C*: Columbia Bitulithic Ltd, paving of roads, Jericho Beach.

## (Building and Maintenance)

*Gloucester Ont*: Edge Ltd, installation of pumping equipment & service, W/T Station. *Hamilton (Mount Hope) Ont*: Frank Vickers, rehabilitation of bldg, RCAF Station. *Rockcliffe Ont*: Parfield

Oils Ltd, conversion of fuel burning equipment from coal to oil, heating plant, RCAF Station. *Camp Shilo Man*: Maple Leaf Construction Ltd, asphaltic treatment of vehicle hardstanding area.

## National Harbours Board

*Halifax Harbour N S*: Gunita & Waterproofing Ltd, repairs to concrete cope wall at pier. *Vancouver Harbour B C*: Commonwealth Construction Co Ltd, recon-

struction of jetty & conveyor gallery; Westeel Products Ltd, repairs to roofing, flashing & dust control system in elevator.

## Department of Public Works

*Mimnégash P E I*: Joseph A Martin, repairs to breakwater. *Rustico Harbour P E I*: Alex McIsaac, breakwater repairs. *Canso N S*: Irving & Vacheresse, masonry pointing, sidewalks, curbs, paving etc, public bldg. *Halifax N S*: Standard Construction Co Ltd, installation of snow guards to roof, Post Office Bldg. *Mulgrave N S*: F W Digdon & Sons Ltd,\* wharf repairs. *Truro N S*: Rodney Contractors Ltd, alterations & improvements for RCAF accommodation, Margolian Bldg. *Baie Ste Anne N B*: J W & J Anderson Ltd, wharf improvements. *Chockfish N B*: J P Porter Co Ltd,\* dredging. *Cocagne Bar N B*: C R MacDonald & J C Gaudet, wharf extension. *Dalhousie N B*: Michaud Dredging Co,\* dredging. *Huckleberry Gully (Baie Ste Anne) N B*: Diamond Con-

struction Co Ltd,\* dredging. *Point du Chene N B*: Diamond Construction Co Ltd,\* dredging. *Point Sapin N B*: Diamond Construction Co Ltd, breakwater extension. *Saint John N B*: Marcus Co Ltd, installation of venetian type blinds & addition, Post Office Bldg; Mooney Construction Co, alterations & addition to Observatory Bldg, RCMP Barracks. *Champlain Dry Dock Landing Wharf P Q*: Marine Industries Ltd,\* re-dredging. *Malartic P Q*: Tremblay & Bourcier, construction of public building. *Montreal P Q*: Alphonse Gratton Inc, alterations & improvements, new postal screen, Place d'Armes Postal Station. *Quebec P Q*: Tri-Bec Inc, installation of boilers etc, Buade St Post Office; Rayex Electric Ltd, additions & alterations to electrical

system, Savard Park Hospital. *Vercheres P Q*: Wilfrid Robidoux,\* dredging. *Hamilton Ont*: McNamara Construction Co Ltd,\* dredging. *Leamington Ont*: Detroit River Construction Ltd, repairs to harbour works. *Midland (Tiffin) Ont*: Consolidated Dredging Ltd,\* dredging. *Oshawa Ont*: Russell Construction Co Ltd,\* dredging. *Ottawa Ont*: Edgar Dagenais, alterations to ventilation system, National Research Laboratories, Sussex St; Power Plant Contractors Ltd, installation of new dust collectors, etc, Central Heating Plant, Booth St; A Lanctot Construction Co, new window sashes & frames, Parliamentary Library; Valley City Manufacturing Co, installation of laboratory fixtures etc, Physical Metallurgy Research Laboratories, Bldg "D", Booth St; Robert Strang, interior painting, 45 Spencer St; Hart Construction Co Ltd, construction of

transformer room etc, Rideau Military Hospital; J E Copeland Co Ltd, remodeling Laurentian Bldg; H G Francis & Sons, additional ventilation in quonset huts, Lydia St. *Port Colborne Ont*: Birmingham Construction Ltd, breakwater repairs. *Rockcliffe Ont*: J E Copeland Co Ltd, enclosure for film storage vault. *Trenton Ont*: Theode Robidoux,\* towing & dredging. *Wheatley Ont*: Dean Construction Co Ltd, construction of timber sheet pile wall. *Manitou Man*: Wiebe Construction Co Ltd, construction of RCMP detachment bldg. *Regina Sask*: Bird Construction Co Ltd, construction of RCMP barracks "C" block. *Calgary Alta*: D M Wyatt, alterations to Northern Electric Bldg. *Cardston Alta*: Southern Alberta Construction Ltd, construction of staff residence, Indian Hospital.

### Department of Resources and Development

*Fundy National Park N B*: Modern Construction Ltd, construction of houses. *Point Pelee National Park Ont*: Dean Construction Co, beach protection work. *Riding Mountain National Park Man*: Commonwealth Construction Co Ltd, hard-surfacing highway & townsite streets & construction & consolidation of by-pass, Wasagaming townsite. *Prince Albert National Park Sask*: C Mamczasz, seal coating Waskesiu Highway. *Jasper National Park Alta*: C Mamczasz, asphalt seal coating & construction of consolidated base

course on Banff-Jasper Highway. *Waterton Lakes National Park Alta*: Williams & Carrothers Ltd, asphalt seal coating Pincher & Cardston roads & townsite streets & completion of preparatory base on Adamina Road. *Castlegar B C*: Western Water Wells Ltd, exploratory foundation drilling, Columbia River. *Kootenay National Park B C*: Marwell Paving Co Ltd, construction of asphalt bound base & seal coating Banff-Windermere Highway.

### Department of Transport

*Ottawa Ont*: Sirotek Construction Ltd, construction of an ionospheric station. *Toronto Ont*: Pullam Construction Ltd, construction of meteorological bldg, Hanlans Island. *Welland Canal Ont*: J O Dougall Ltd, painting structural steel on bridges. *Wetaskiwin Alta*: Yukon Construction Co Ltd, construction of monitor-

ing station. *Fort St John B C*: W & S Excavators Ltd, construction of water supply pipe line; Yukon Construction Co Ltd, construction of reservoir for water supply. *Prince George B C*: City Construction Co Ltd, additional airport development.

## Social Services to Take Almost Half N.Z. Budget

Almost half of the expenditures listed in New Zealand's 1952-53 budget are to be spent for social services. Prime Minister Sidney Holland introduced the budget early this month.

Out of a total budget expenditure of £210,600,000, social services will take £97,500,000; defence, £25,000,000. An additional £15,900,000 will be spent on food subsidies.

The budget also reduces taxes by an estimated £8,000,000.

The social security expenditure now amounts, on the average, to £120 a year for a family of four, the Prime Minister said. New Zealand's social security program was begun more than half a century ago.



# Employment Conditions

## June-July 1952

Canadian labour market in June reflected quickening pace of summer activity, particularly in construction work on resource development projects; but sectors of slack employment still remained. Impact of industrial disputes had increasing affect on unemployment conditions

Reports from National Employment Service local offices for the week ending July 3 showed a total of 196,000 job applications on file compared to 213,000 one month previously. Comparisons with the same date in the two previous years show that the total at July 3 was nearly 55,000 higher than in 1951; and, for the first time, this year's figure exceeded the comparable total in 1950.

A number of factors caused the increase in job applications this year over 1951 levels. Firstly, consumer goods industries have found it difficult to recover from the low level of employment of last fall and winter. Although consumer sales were picking up (department store sales for May and June were 10 per cent above the same months in 1951), appreciable gains in employment were confined mainly to the automobiles and parts industry. In other industries, any expansion of sales largely resulted in the reduction of inventories. In the primary textiles industry as well as in the leather and rubber industries, the picture was unfavourable; but the clothing industry strengthened considerably. Slackness in demand for pulp and paper products, excluding newsprint, augmented the number of unemployed and short-time workers.

Secondly, those industries which customarily experience a seasonal upswing in employment were finding some difficulty in reaching their usual levels of activity. Agriculture was having a good year on the whole but during June, early spring and summer activity had tapered off and harvest work had not yet generally begun. Logging employment was being reduced and the level of summer cutting was well below last year. Indications were that a considerable number of loggers had found work elsewhere, either on farms or in construction activity. Construction in general was picking up, although still lagging behind the 1951 pace. Contracts awarded in the first six months of 1952 were nearly

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

\$275,000,000 below the total for the same period in 1951 and housing starts decreased by 10 per cent during the first four months of the year.

Thirdly, the influence of industrial disputes was more strongly felt in the first half of the year than during 1951. From January to June inclusive, 1,323,000 man-days were lost in Canada because of industrial disputes, compared with 227,900 during the same period last year. More than half the time lost in June, the most since 1946, was caused by a strike involving 33,000 workers in logging and lumbering in British Columbia. Two other strikes involving high time losses were those of cotton factory workers in Valleyfield and Montreal and of building trades workers in Halifax. In addition, some 3,000 construction workers in British Columbia went on strike. Strikes in the construction sector not only slowed down construction work but also produced repercussions that affected activity in other industries as well. There is no doubt that these strikes added substantially to the total number of registrations for employment filed with the National Employment Service, since workers indirectly unemployed as a result of a strike can register both for alternative employment and for unemployment insurance benefits.

Repercussions caused by the stoppage in the iron and steel industry in the United States did not have serious effects on the employment situation in Canada. The automobile industry was the first to suffer employment interruptions but only one major lay-off was reported in June, involving about 1,000 workers in Oshawa.



Most firms affected appear to have met the problem by re-arranging holidays and engaging in short-time employment.

### **Atlantic Region**

The lower level of residential construction underway this year in the Maritime Provinces, together with reduced summer logging operations, have restricted employment opportunities. In Newfoundland, on the other hand, sawmills and logging camps were operating at capacity; NES job registrations at the end of June were about the same as last year. Haying absorbed a fair number of workers throughout the region and the cutting of pit props in the Bathurst area was to be continued well into August. Recruiting of labour from the Maritimes for farm work in Ontario and for construction work on major defence projects in Newfoundland and Labrador absorbed a large portion of the surplus labour in the area. Pulp mills at St. Stephen and Newcastle in New Brunswick were slack, with one mill on a four-day week, another laying off 130 men, and a third suffering a fire which resulted in a temporary loss of work for 140 persons. During June, job applications with National Employment Service offices fell from 29,600 to 23,600.

### **Quebec Region**

June was a month of continuing improvement in the employment situation in Quebec. The number of registrations for employment on file with National Employment Service offices dropped from 75,000 at the beginning of June to 61,500 at July 3. Among males, the decrease in applicants was general in almost all occupations. It was particularly noticeable in construction and forestry occupations, taxi and truck driving, and among unskilled occupations. In the case of women, the picture was quite different. The total decrease in job applications for the month in the region was less than 500. Registrations among women workers increased substantially in clerical and other office occupations and in secondary textile and leather products manufacturing. These increases were offset by improvement in service occupations and rubber goods manufacturing. In the Montreal area, improved sales of consumer durable goods brought the labour market into balance and shortages had developed in some occupations, such as machinists, welders, tool and die makers. Labour surpluses existed in five other major industrial areas: Quebec, Rouyn-Val D'Or, St. Hyacinthe, Shawinigan Falls and Three Rivers. Sherbrooke

reported a balanced labour market during June. In rural areas, wet weather reduced the demand for farm help and few men were being hired for woods work. In aggregate, the region showed an increase of 22,500 in NES job applications over the same date last year during the first week of July.

### **Ontario Region**

During June, hirings were heavy in farming, construction and in the tourist industry in Ontario. Gradual improvement in production schedules in electrical goods, rubber products and furniture industries provided more job opportunities in industrial centres during the early summer. In the southern part of the province, food processing firms took on large numbers of women workers. The heavy demand for farm workers was partially alleviated by the arrival of immigrants and the movement of about 340 farm workers from the Maritime Provinces. Steel shortages resulting from the United States steel strike caused some production cut-backs, in the automobile industry in particular. Total registrations for employment with the NES declined from 62,100 at June 5 to 55,700 at July 3 but were still 15,200 higher than the 1951 figure. During June, there was little change in job applications in the three large metropolitan areas, Toronto, Hamilton and Ottawa-Hull.

### **Prairie Region**

The demand for farm hands was steady throughout the region in June and July and employment opportunities in industrial, defence, residential and pipe-line construction increased rapidly. NES job applications increased by 2,100 to a total of 21,900 during the month ending July 3 as the influx of workers from strike-bound industries in British Columbia increased. However, the total number of registrations for work was only about four per cent of the total number of wage and salary workers in the region, the lowest percentage ratio in any region in the country except Ontario, where the percentage was about the same. Lifting of the provincial embargo on livestock stimulated the meat packing industry in Winnipeg. Shipbuilding, aircraft and water and rail transportation increased employment opportunities in the Lakehead area, although reduced summer logging operations left a local surplus of woodworkers. In the three large metropolitan areas of the region, Winnipeg, Edmonton and Calgary, an approximate balance between labour

demand and supply was indicated, in contrast to labour shortage conditions in a majority of the major agricultural and minor areas.

### **Pacific Region**

During the second quarter of the year, the employment situation in the Pacific region, though seasonally improved, was less buoyant than in 1951. Hiring in the logging industry was retarded because of uncertain overseas markets for lumber; and union-management negotiations in the forestry industries had an unsettling effect on the general level of business activity. A number of construction projects were delayed pending the outcome of industrial disputes. Following this outbreak of strikes in logging, lumbering and construction work

in June, total registrations on file with the National Employment Service increased from 25,600 at June 5 to 33,400 at July 3, over nine per cent of the total number of wage and salary workers in the area. Some sectors of the economy improved, however. Workers were being hired in large numbers for construction jobs in the interior, about 350 per week being taken on for one project alone. The heavy fruit crop employed between 3,000 and 4,000 pickers and the upswing in fishing and fish processing absorbed a substantial number, although here, too, a short interruption resulted from a strike. Labour surpluses existed in the Vancouver-New Westminster and Victoria areas at the beginning of July, as well as in several minor labour market areas.

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## **LABOUR DAY MESSAGES**

*(Continued from page 1025)*

### **J. B. Ward, Secretary**

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#### **Railway Transportation Brotherhoods**

The six International Railway Operating Brotherhoods—Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, The Order of Railroad Telegraphers, and Brotherhood of Maintenance of Way Employees—approach Labour Day, 1952, conscious of the continuing tension and uncertainty with which we have been living for the past decade but grateful for the freedom we still enjoy in Canada. We must exercise eternal vigilance to guard against infiltration and the machinations of those who would destroy this freedom. Complacency is dangerous.

In assessing the future we must not lose sight of the fact that in recent years Canada has been experiencing no small amount of "boom conditions" which, in the main, are due to extraordinary defence expenditures, along with the discovery of and the primary development of natural resources throughout the east and the west. Canada has risen to become the sixth largest industrial producer in the world. Such a rise, while bringing some prosperity, also brings correspondingly increased responsibility.

Some persons express the view that Canada is fortunate in that it is next door to the wealthiest and most enterprising nation in the world; others, however, point to the fact that many of our younger and more promising graduates and professional personnel emigrate to the neighbouring country. We Canadians must realize that while the population of Canada is only one-tenth that of the United States, the seemingly unlimited resources of this country must inevitably be developed to such an extent that hundreds of thousands of additional people will be gainfully employed, not only in industrial and agricultural enterprises but in the fields of transportation.

The United States' horizon continues for the present at least to be almost irresistible because of greater take-home compensation, a higher standard of living and the availability of goods at less cost. This condition falls more heavily on salary and wage-earners and tends to create an inferiority complex among Canadian workmen. It will continue to be the objective of labour to remove this condition. We will continue to press for more generous treatment for our senior citizens who have suffered greatly by reason of the continued high cost of the necessities of life. We have and will continue to advocate that organized labour be represented in governments and on public administrative commissions. We believe that organized labour is more advantageously placed to interpret correctly the views of those citizens whose income is derived from salary or wages.





# Wages, Hours and Working Conditions

## Primary Iron and Steel Industry

Wage-rate index in primary iron and steel has risen more since 1939 than average for manufacturing as a whole. During 1951, wage rates rose by an average of 17.2 per cent and wage index climbed to 298.9

Approximately 25,000 of the production workers in the primary iron and steel industry are covered by 18 collective bargaining agreements. One union, the United Steelworkers of America (CCL-CIO), is the dominant labour organization, having negotiated contracts applying to more than 80 per cent of the workers affected by collective agreements. Four other unions hold one contract each in the industry, and in two plants the workers belong to local employees' associations.

Although attempts had been made to organize the industry even before the turn of the century, little real progress was made, except during the First World War, until after 1936. In that year, the Steelworkers' Organizing Committee of the CIO (which in 1942 became the United Steelworkers of America) began organizational work in Canada. By 1940, this union had succeeded in negotiating collective agreements and since that time has organized most of the industry.

Earlier attempts at unionization had been largely by craft. The steelworkers' union conducted its organizing on an industrial basis with the result that present bargaining units comprise all production workers in a plant.

One of the aims of the union has been to obtain uniform wages and working conditions throughout the industry. Bargaining is not, however, on a multi-employer basis. The union negotiates a separate agreement with each company; but the agreements with the three largest producers—Steel Company of Canada Limited, Algoma Steel Corporation Limited, and the Dominion Steel and Coal Corporation—terminate at about the same time, and the union makes demands on the three firms for uniform agreements. Settlements reached with these three firms have an important influence on bargaining with the smaller companies.

### Wage Rates

Primary iron and steel is one of the higher-wage industries. In addition, it is

Canada's primary iron and steel industry produces the basic raw materials used by manufacturers of finished iron and steel products. One of the vital industries for national defence purposes, its importance is emphasized by the fact that government action was required during 1951 to control the general demand for its materials. Steel capacity has been in process of expansion during recent years; it is estimated that Canadian mills are at present able to supply approximately two-thirds of the needs of our steel-using industries.

This article gives information concerning union organization, wage rates, hours of labour, and certain aspects of working conditions in the industry. The information on wages, hours and working conditions is based on the annual survey of employers conducted by the Economics and Research Branch of the Department of Labour in October of each year. As of October 1, 1951, the major firms in the industry had completed their annual collective bargaining negotiations, and the article thus reflects the result of the agreements reached during 1951. At the time this article was being written, these firms were again in negotiation with the representatives of their employees.

This study covers 21 establishments engaged chiefly in the production of pig iron, steel ingots and castings, rolled iron and steel products and ferro-alloys, with a total employment of some 29,000 plant workers. The most important companies operating steel mills are the Dominion Coal and Steel Corporation ("Dosco") at Sydney, N.S., the Steel Company of Canada ("Stelco") and the Dominion Foundries and Steel Company ("Dofasco"), both in Hamilton, and the Algoma Steel Corporation ("Algoma") at Sault Ste. Marie, Ont. They combine all processing stages from pig-iron production to the manufacture of flat, rolled and wire products. Of these four companies, three—"Dosco", "Stelco" and "Algoma"—employ in their mills approximately two-thirds of all workers in the industry.

one in which the wage-rate index since 1939 has risen more than the average for manufacturing as a whole. During the year ending October 1, 1951, wage rates moved upwards by an average of 17.2 per cent and the wage index for the industry rose from 255.1 to 298.9 on a base of 1939 as 100. Wage increases granted to employees



of the larger mills during the spring and summer of 1951 accounted for a good part of this rise. Another factor was the existence of a number of cost-of-living "escalator" plans in the industry, which brought about fairly considerable wage-rate increases at a time when the cost-of-living index was rising.

Workers in the primary iron and steel industry are grouped into a considerable number of specialized occupations. For purposes of wage analysis in the present survey, 19 of the more representative occupations were selected (see Table 1). Increases in national wage-rate averages for these occupations ranged from 16 to 31 cents an hour and averaged approximately 21 cents. Twelve of the 19 occupations showed gains of 20 cents an hour or more.

Average rates for the production jobs varied from \$1.52 for chargers, a semi-skilled occupation, to \$2.73 for rollers, a skilled job category. The range of rates paid for these occupations was particularly wide. This is partly due to regional and inter-establishment variations in wage rates but mostly to the common practice of employers to pay such workers on an individual or group incentive basis with consequent wide fluctuations in earnings.

The selected maintenance occupations were all skilled with the exception of oilers and, apart from this occupation, national average wage rates were clustered between \$1.51 and \$1.61 an hour. Maintenance workers do not come under incentive bonus plans, being paid on a time basis. Two non-production classifications, crane-men and chainmen, received average wage rates of \$1.39 and \$1.49 an hour, while the rates paid to general labourers ranged from \$1.18 to \$1.55, the average being \$1.34.

### Working Conditions

Working conditions in the Canadian primary iron and steel industry measured by the items covered in the annual survey compare very favourably with those in most other manufacturing groups. Evidence provided by the 1951 survey indicates continuing progress in this industry, exemplified by an increase in the proportion of steelworkers on a 40-hour five-day week and by wider eligibility for extended vacations, particularly three weeks with pay.

The domination of primary iron and steel in Canada by three large establishments employing almost two-thirds of the total workers, and the efforts of the United

**TABLE 1.—CANADA AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PRIMARY IRON AND STEEL INDUSTRY, OCTOBER, 1951**

Occupations	Average Wage Rate per Hour \$	Range of Rates per Hour \$
<i>Production</i>		
Charger .....	1.52	1.35-1.74
Craneman, Production .....	1.58	1.39-1.83
Finisher (Finishing Roller).....	2.24	1.65-3.00
Heater .....	1.97	1.31-2.73
Ladleman .....	1.54	1.32-1.76
Roller .....	2.73	1.54-3.66
Rougher .....	2.21	1.50-2.91
<i>Non-Production</i>		
Chainman (Crane Chaser; Hookman).....	1.39	1.30-1.53
Craneman, Non-Production .....	1.49	1.32-1.67
<i>Maintenance</i>		
Blacksmith .....	1.55	1.47-1.69
Carpenter .....	1.51	1.41-1.64
Electrician .....	1.60	1.48-1.70
Machinist .....	1.61	1.51-1.69
Millwright .....	1.58	1.47-1.74
Oiler .....	1.38	1.29-1.57
Pipefitter, Maintenance .....	1.58	1.47-1.69
Roll Turner .....	1.61	1.46-1.76
Welder .....	1.56	1.47-1.69
<i>Labourers</i>		
General Labourer .....	1.34	1.18-1.55

Steelworkers, referred to above, to obtain uniformity of agreements, have tended to overcome differences in working conditions based on the geographical location of individual plants.

**The Normal Work Week.**—By October, 1951, over four-fifths of the employees were on a 40-hour week and the proportion of those on a five-day schedule was approaching nine-tenths. One of the "big three" steel mills went over to a straight 40-hour week in the latter half of 1951 after having been on a schedule of three 40-hour weeks and one 48-hour week in each consecutive four-week period. The other two mills had gone on a five-day week the previous year. The effect of these changes is seen in the following table, which shows the general trend over the past three survey periods:—

Normal Work Week	Percentage of Employees		
	1949	1950	1951
40 hours .....	8.4	64.5	82.0
Over 40, under 48 hours.	76.0	23.1	4.7
48 hours and over.	15.6	12.4	13.3

**Overtime Payment.**—For ordinary overtime work, that is, time worked in excess of regular daily or weekly hours and also for necessary Sunday work, time and one-half was by far the most frequently paid rate. For necessary work on paid statutory holidays, double time was paid in plants employing over 90 per cent of the employees in the industry.

**Vacations with Pay.**—More liberal vacation policies were reported in 1951 than a year previously. By 1951, 93 per cent of the workers could become eligible for three weeks with pay, 20 years being the predominant service requirement for a vacation of this length. In 1950, about 87 per cent of the employees were in plants where a three weeks' vacation was available and 25 years' service the usual stipulation. The proportions to whom three weeks or more were available in this industry were larger than for manufacturing as a whole. This comparison is shown in the following table:—

Length of Vacation	Percentage of Total Employees	
	Primary Iron and Steel	Manufac- turing
2 weeks.....	97.3	89.2
3 weeks.....	93.1	45.5
4 weeks.....	7.5	2.3

**Statutory Holidays.**—Seventeen of the 21 establishments observed and paid for eight

**TABLE 2.—THE NORMAL WORK WEEK  
IN THE PRIMARY IRON AND STEEL  
INDUSTRY, OCTOBER 1951**

(Plant Employees)

Normal Weekly Hours <sup>(1)</sup>	Estab- lish- ments	Employees	
		Number	%
40.....	11	23,437	82.0
Over 40 and under 48....	5	1,332	4.7
48.....	5	3,813	13.3
Total.....	21	28,582	100.0

(1) All except 5 establishments (3,783 employees) are on a 5-day week.

**TABLE 3.—ANNUAL VACATIONS WITH  
PAY IN THE PRIMARY IRON AND  
STEEL INDUSTRY, OCTOBER 1951**

(Plant Employees)

Length of Vacation and Service Requirements	Estab- lish- ments	Employees	
		Number	%
<b>One Week with Pay...</b>	<b>21</b>	<b>28,584</b>	<b>100.0</b>
After: 1 year.....	21	28,584	100.0
<b>Two Weeks with Pay..</b>	<b>17</b>	<b>27,813</b>	<b>97.3</b>
After: Less than 3 years.	3	2,804	9.8
3 years.....	12	24,614	86.1
More than 3 years.	2	395	1.4
<b>Three Weeks with Pay.</b>	<b>13</b>	<b>26,616</b>	<b>93.1</b>
After: Less than 20 years	2	2,154	7.5
20 years.....	7	19,398	67.9
25 years.....	4	5,064	17.7
<b>Four Weeks with Pay..</b>	<b>2</b>	<b>2,154</b>	<b>7.5</b>
After: 25 years.....	2	2,154	7.5
Total Coverage.	21	28,584	100.0

statutory holidays. This number of paid holidays has been predominant for several years.

**Shift Differentials.**—Differentials of from three to five cents per hour for the second (usually the afternoon) shift and from four to seven cents for the third or night shift were common in primary iron and steel mills. In the 11 mills reporting extra payment on the second shift, upwards of 5,000 workers were affected. In the 14 establishments having a night shift differential, the number of workers affected was about 4,000, with three-quarters of these receiving five cents per hour.

**Special Wage Clauses.**—Nine establishments employing more than half the primary steel workers indicated a practice

of adjusting wages according to changes in the official cost-of-living index. In the majority of these, adjustments were made quarterly. The most frequently reported formula was one cent per hour for each 1.3 points change in the index.

The majority of the establishments reported provisions for minimum call-in

pay and reporting pay. Both are guaranteed amounts, usually a specified number of hours' pay; minimum call-in pay is given to workers called in outside their regular schedule, while reporting pay is paid in cases where no work is available to an employee reporting for a regular tour of work. The nature and extent of these practices is shown below.

Extent of Guaranteed Pay	Minimum Call-in Pay (Outside Regular Hours)		Minimum Reporting Pay (Regular Hours)	
	Establishments	Employees	Establishments	Employees
2 hours.....	3	591	1	51
3 hours.....	2	746	1	470
4 hours.....	13	26,073	13	18,442
5 hours.....	1	1,015	—	—
No guarantee.....	2	159	6	9,692
	21	28,584	21	28,584

**TABLE 4.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY IRON AND STEEL INDUSTRY, OCTOBER 1951**  
(Plant Employees)

Number of Statutory Holidays Observed	Estab- lish- ments	Employees	
		Number	%
8.....	17	27,214	95.2
More than 8.....	4	1,370	4.8
Total.....	21	28,584	100.0
Number of Statutory Holidays Paid for Although Not Worked			
Less than 8.....	3	621	2.1
8.....	16	27,713	97.0
More than 8.....	2	250	.9
Total.....	21	28,584	100.0

**Pensions and Welfare Schemes.**—All but six per cent of the plant workers in Canadian primary steel mills were covered by pension plans. Health and welfare benefit plans were in effect in 17 mills employing almost four-fifths of the plant workers in the industry.

**Industrial Safety.**—Various provisions for the protection of the physical well-being of employees were in effect in most plants. The more important of these and the proportion of workers affected in each case are as follows:—

	Percentage of Total Plant Employees
Worker-supervisor safety committees .....	97
Safety engineer .....	93
Employees trained in first aid .....	75
Recurring medical examination .....	58
Full-time plant nurse .....	93
Full-time plant doctor .....	71

# Prices and the Cost of Living\*

**Cost-of-Living Index, July 2, 1952**

A rise of 0.7 points (0.4 per cent) in the Dominion Bureau of Statistics cost-of-living index between June 2 and July 2 placed the index at 188.0, slightly above the level of July, 1951. The increase in

the index during two months has been 0.7 per cent and followed a decrease of 2.5 per cent during the previous four months.

The latest increase was entirely attributable to foods, with other group indexes remaining unchanged or decreasing slightly. The food index advanced from 237.0 to 239.5 as a substantial seasonal increase in

\*See Tables F-1 to F-6 at end of book.



eggs, coupled with higher prices for beef, lamb and pork, outweighed decreases in fresh fruits and vegetables.

The index of clothing prices decreased from 209.3 to 209.1 following minor declines throughout the clothing group. Home furnishings and services moved down from 197.2 to 196.7 as a result of declines concentrated in floor coverings and electrical goods. The fuel and light index remained unchanged at 149.8, as did the index of miscellaneous items at 147.4. Rents were not surveyed during July and this index was also unchanged at 147.9.

From August 1939 to July 2, 1952, the percentage increase in the total index was 86.5.

### City Cost-of-Living Indexes, June, 1952

Cost-of-living indexes for five of the nine regional centres advanced between May 1 and June 2 while one remained unchanged and three declined. Substantial geographical differences in food price movements, notably fresh vegetables, were mainly responsible.

Food prices averaged lower at St. John's, Saskatoon, Edmonton and Vancouver but were higher in the remaining five centres,

with increases ranging between 0.4 index points for Winnipeg to 5.4 points for Halifax. Among other groups, clothing prices were moderately lower at all centres while home furnishings and services were lower at all cities except Saskatoon, where a small advance occurred.

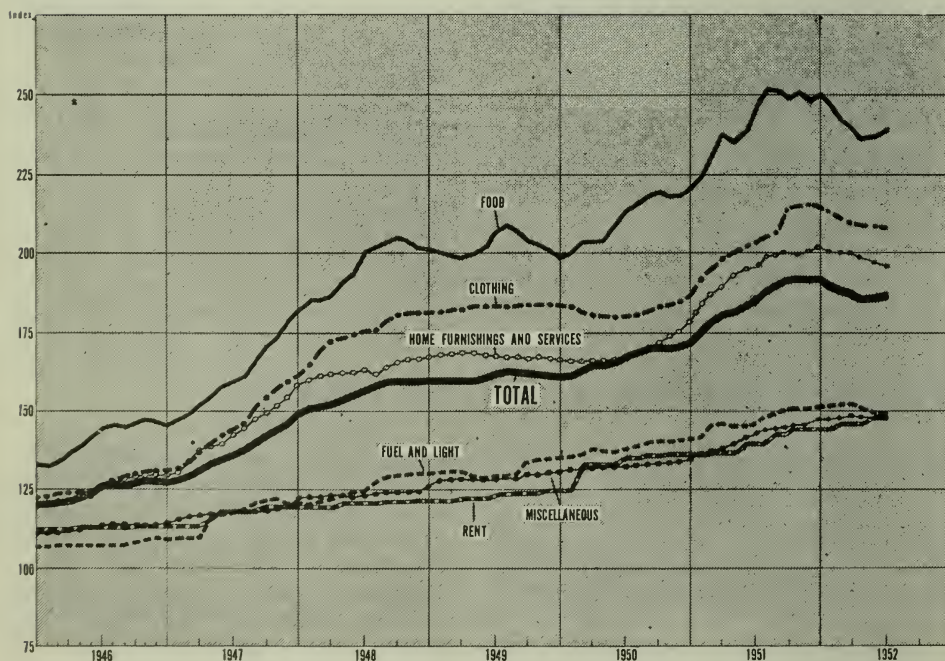
Except for further seasonal decreases in coal and coke at Montreal, fuel and light indexes remained unchanged. The miscellaneous series indexes also remained stationary, except for a small decline in the Edmonton index. The quarterly rentals survey resulted in higher rent indexes for all centres except Saskatoon, where there was no change.

Composite city cost-of-living index point changes between May 1 and June 2 were as follows: St. John's, -0.4 to 102.7; Halifax, +1.8 to 179.2; Saint John, +1.4 to 185.6; Montreal, +1.5 to 192.5; Toronto, +1.5 to 184.4; Winnipeg, +0.1 to 180.6; Saskatoon, -0.1 to 180.9 and Edmonton, -0.3 to 177.5. The index for Vancouver was unchanged at 190.6.

### Wholesale Prices, June, 1952

For the first time since July last year, the general index of wholesale prices

## COST OF LIVING IN CANADA FROM JANUARY 1946



moved upward in June, as increases in prices of animal, textile and wood products groups slightly outweighed further decreases in those of the vegetable, iron, non-ferrous metals, non-metallic minerals and chemical products groups.

The general index (on the base 1935-39=100) advanced 1.7 points, or 0.8 per cent, in the month to 226.5 from 224.8 in May. At the new standing, the general index remained below the April figure of 226.9, and was 16.5 points or 6.8 per cent lower than the figure of 243.0 for June last year. High point for the index was 243.7 for July a year ago.

Largest increase in the month among the group indexes moving higher was in the price index of wood products, which rose 3.4 per cent to 295.9 from 286.2 for May. The price index of animal products advanced 1.5 per cent to 245.7 from 242.1, and the textiles index 0.4 per cent to 252.8 from 251.8. Decreases among the other groups ranged from 0.1 per cent for vegetable products to 1.6 for chemical products. Compared with a year earlier, the indexes for wood products, iron products, and non-metallic minerals were higher, and all others lower.

The price index of farm products also advanced in June—its first upward movement since January—rising 2.1 per cent from 244.3 for May to 249.5, at which it was 8.5 per cent below last year's June figure of 272.6. Both field and animal products were higher in June than May, the index for field products moving up from 223.2 to 227.6 and for animal products from 265.4 to 271.4. At their latest standings, the field products index was 18.5 per cent above the figure of 192.0, and the animal products index down 23.1 per cent from that of 353.1, for June last year.

The price index of general building materials declined slightly in June to 286.7 from 286.9 in May, when it moved upward 0.7 points from April. The composite index of residential building materials also declined to 284.0 from 284.4 for May to reach the lowest level since March, 1951. Among the component indexes, paint and glass were higher, roofing material, plumbing and heating equipment, and electrical equipment lower, and the other five unchanged.

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## Strikes and Lockouts

### Canada, June, 1952\*

More than half the high strike idleness for the month, the greatest June loss since 1946, was caused by a strike of some 33,500 workers in the logging and lumbering industry in coastal British Columbia establishments which began on June 16 and was unteminated at the end of the month. Two other stoppages with high time loss were cotton factory workers at Montreal and Valleyfield, Que., and building trades workers at Halifax, N.S.

Wage increases and related questions were predominant issues in 26 stoppages, causing almost all the total loss. Two small stoppages arose over alleged discrimination in lay-offs, two over dismissals of workers, five over union questions, and five over causes affecting working conditions.

Preliminary figures for June, 1952, show 40 strikes and lockouts in existence, with 59,364 workers involved and a time loss of 708,382 man-working days, compared

with 42 stoppages in May, 1952, involving 22,973 workers, with a time loss of 247,733 days. In June, 1951, there were 53 strikes and lockouts, with 15,937 workers involved and a loss of 128,510 days.

For the first six months of 1952, preliminary figures show 119 strikes and lockouts, involving 88,522 workers, and a loss of 1,323,045 days. In the same period in 1951, there were 147 strikes and lockouts, with 41,800 workers involved and a loss of 227,927 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June, 1952, was 0.77 per cent of the estimated working time, compared with 0.27 per cent in May, 1952; 0.14 per cent for June, 1951; 0.24 per cent for the first six months of 1952; and 0.04 per cent for the first six months of 1951.

Of the 40 strikes and lockouts in existence in June, 1952, five were settled in favour of the workers, three in favour of the employers, three were compromise

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\*See Tables G-1 and G-2 at end of book.



settlements, and six were indefinite in result, work being resumed pending final settlement. At the end of the month 23 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the

unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; handbag factory workers at Montreal, Que., on August 30, 1951; furniture factory workers at Nicolet, Que., on September 27, 1951; and truck drivers and warehousemen at Ottawa, Ont., on January 21, 1952.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* and in this article are taken, as far as possible, from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1952, was 146 and 13 were still in progress from the previous month, making a total of 159 during the month. In all stoppages of work in progress, 36,100 workers were involved and a time loss of 78,000 working days caused.

Of the 146 disputes leading to stoppages of work which began in April, 13, directly involving 1,400 workers, arose over demands for advances in wages, and 53, directly involving 9,500 workers, over other wage questions; five, directly involving 700 workers, over questions as to working hours; 20, directly involving 6,400 workers,

over questions respecting the employment of particular classes or persons; 48, directly involving 5,500 workers, over other questions respecting working arrangements; five, directly involving 1,200 workers, over questions of trade union principle; and two, directly involving 100 workers, were in support of workers involved in other disputes.

Final figures for 1951 show 1,719 work stoppages beginning in the year. There were 379,000 workers involved in all stoppages in progress during the year, with a time loss of 1,694,000 days. Comparable figures for 1950 are: 1,339 stoppages beginning in the year, 303,000 workers involved in all stoppages in progress and a time loss of 1,389,000 working days.

### United States

Preliminary figures for May, 1952, show 475 work stoppages resulting from labour-management disputes beginning in the month in which 300,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 7,500,000 man-days. Corresponding figures for April, 1952, are 475 work stoppages involving 1,000,000 workers and a time loss of 5,300,000 days.

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## Selected Publications Received Recently in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.



1. **Canada. Department of Citizenship and Immigration.** *Canada Descriptive Atlas.* Ottawa, Queen's Printer, 1951. 1 Volume (unpaged).

2. **Gardner, Gerard.** *Considérations sur la valeur économique du Grand-Nord Canadien.* Montreal, 1952. Pp. 145.

### Civil Service

3. **Johnston, Olin Dewitt.** *Federal Manpower and Personnel Policies.* (In Congressional record, February 20, 1952. Vol. 98, No. 25. Pp. 1214-1217).

4. **Saskatchewan Civil Service Association.** *Proceedings and Minutes of the 38th Annual Convention, 1951, and the 39th Annual Convention, 1952.* Regina, 1951-1952. 2 Volumes.

### Commerce

5. **British Columbia. Department of Trade and Industry. Regional Development Division.** *Regional Industrial Index of British Columbia.* 1952 edition. Victoria, Queen's Printer, 1952. Pp. 416.

6. **United Nations. Interim Coordinating Committee for International Commodity Arrangements.** *Review of International Commodity Problems.* 1951 edition. New York, 1952. 1 Volume.

### Cost and Standard of Living

7. **U.S. Congress. House. Committee on Education and Labor.** *Consumers' Price Index.* Hearings before a Subcommittee of the Committee on Education and Labor, House of Representatives, Eighty-second Congress, first session pursuant to H. Res. 73 . . . with report of Subcommittee appended. Washington, G.P.O., 1952. Pp. 427, 39.

8. **U.S. Congress. Joint Committee on the Economic Report.** *Making Ends meet on less than \$2,000 a Year (Case Studies of 100 Low-Income Families).* A communication to the Joint Committee on the Economic Report from the conference group of nine national voluntary organizations convened by the National Social Welfare Assembly. Washington, G.P.O., 1952. Pp. 143.

9. **U.S. Women's Bureau.** *Working Women's Budgets in Thirteen States; Cost-of-Living Reports prepared chiefly for the Use of Minimum-Wage Administrations.* Revised ed. Washington, G.P.O., 1951. Pp. 41.

### Economic Conditions

10. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *Switzerland; Economic and*

*Commercial Conditions in Switzerland,* by L. G. Holliday. April, 1951. London, H.M.S.O., 1952. Pp. 125.

11. **Great Britain. Board of Trade. Commercial Relations and Exports Department.** *United States of America; Economic and Commercial Conditions in the United States of America.* Prepared by members of the staff of His Majesty's Embassy in Washington, April, 1951. London, H.M.S.O., 1952. Pp. 266.

12. **Ontario. Bureau of Statistics and Research.** *Fourth Annual Economic Survey, 1952.* Toronto, 1952. 1 Volume (various pagings).

13. **United States.** *The Mutual Security Program for Fiscal Year 1953; Basic Data supplied by the Executive Branch.* Printed for the use of the House Committee on Foreign Affairs and the Senate Committee on Foreign Relations. Washington, G.P.O., 1952. Pp. 97.

14. **U.S. Mutual Security Agency.** *Report to Congress on the Mutual Security Program.* 1st report, 1951. Washington, G.P.O., 1952. 1 Volume.

### Economic Policy

15. **Committee for Economic Development.** *Tax and Expenditure Policy for 1952.* A statement on national policy by the Research and Policy Committee. New York, 1952. Pp. 37.

16. **Commonwealth Consultative Committee on South and South-East Asia.** *The Colombo Plan for Co-operative Economic Development in South and South-East Asia. Progress Report. . . Karachi, March 1952.* London, H.M.S.O., 1952. Pp. 75.

17. **Frankel, Sally Herbert.** *Some Conceptual Aspects of International Economic Development of Underdeveloped Territories.* Princeton, International Finance Section, Department of Economics and Social Institutions, Princeton University, 1952. Pp. 25.

18. **Harris, Seymour Edwin.** *The Economics of Mobilization and Inflation.* 1st ed. New York, Norton, 1951. Pp. 308.

### Employment Management

19. **Bureau of National Affairs, Washington, D.C.** *Executive Development.* Washington, 1952. Pp. 14.

20. **Bureau of National Affairs, Washington, D.C.** *How to cut Labor Turnover.* Washington, c1952. Pp. 12.

21. **National Association of Manufacturers of the United States of America.** *Some Effects of Foremen Unionization.* Rev. ed. New York, 1949. Pp. 4.

22. **Spriegel, William Robert.** *Job Evaluation in Department Stores*, by William R. Spriegel and Elizabeth Lanham. Austin, 1951. Pp. 139.

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# LABOUR STATISTICS

PAGE

Table 1—Statistics Reflecting Industrial Conditions in Canada.....	1132
--	------

## A—Labour Force

*Immigration Branch, Department of Citizenship and Immigration*

Table A-1—Distribution of Immigrants as Adult Males, Adult Females, and Children.....	1133
Table A-2—Distribution of all Immigrants by Region.....	1133
Table A-3—Distribution of Immigrants by Occupation.....	1134

## B—Labour Income

*Dominion Bureau of Statistics Monthly Estimates of Labour Income*

Table B-1—Estimates of Labour Income.....	1134
---	------

## C—Employment and Earnings

*Dominion Bureau of Statistics: Employment and Payrolls*

Table C-1—Employment Index Numbers by Provinces.....	1135
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1135
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1136

*Dominion Bureau of Statistics: Man-Hours and Hourly Earnings*

Table C-4—Hours and Earnings in Manufacturing.....	1137
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1137
Table C-6—Hours and Earnings by Industry.....	1138

*Economics and Research Branch, Department of Labour*

Table C-7—Real Earnings in Manufacturing.....	1139
---	------

## D—Employment Service Statistics

*Dominion Bureau of Statistics*

Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1139
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1140
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1141
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	1141
Table D-5—Activities of National Employment Service Offices.....	1142
Table D-6—Applications and Placements Since 1942.....	1144

## E—Unemployment Insurance

*Unemployment Insurance Commission and Dominion Bureau of Statistics  
Report on the Operation of the Unemployment Insurance Act*

Table E-1—Number Receiving Benefit with Amount Paid.....	1145
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1145
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1146
Table E-4—Claimants Not Entitled for Benefit with Reasons for Non-Entitlement.....	1146
Table E-5—Estimates of the Insured Population.....	1146
Table E-6—Unemployment Insurance Fund.....	1147

## F—Prices

*Dominion Bureau of Statistics*

Table F-1—Index Numbers of the Cost of Living in Canada.....	1148
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1149
Table F-3—Index Numbers of Staple Food Items.....	1149
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1150
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1154
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1155

## G—Strikes and Lockouts

*Economics and Research Branch, Department of Labour*

Table G-1—Strikes and Lockouts in Canada by Month.....	1156
Table G-2—Strikes and Lockouts in Canada During June.....	1157

TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	June	May	May	May	May	May
<b>Total Population*</b> .....000			14,009	13,845	11,975	11,267
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		5,179	5,114	†	†	†
Persons with jobs.....000		4,967	4,944	†	†	†
Male.....000		3,872	3,857	†	†	†
Female.....000		1,095	1,087	†	†	†
Paid workers.....000		3,725	3,628	†	†	†
Without jobs and seeking work.....000		212	170	†	†	†
Index of employment (1939=100).....		177.5	175.6	159.7	†	†
Immigration.....No.	15,969	19,848	20,254	8,362	783	2,253
Adult males.....No.	6,398	8,819	9,256	3,655	233	674
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			792	671	†	†
Per capita weekly earnings.....\$		54.30	49.17	44.88	†	†
Average hourly earnings, mfg.....c		129.4	114.1	102.5	†	†
Average hours worked per week, mfg.....c		42.0	42.5	42.4	†	†
Real weekly earnings, mfg. <sup>(2)</sup> .....		120.5	110.3	109.6	†	†
<b>National Employment Service—</b>						
Live Applications for employment....						
(1st of month) <sup>(3)</sup> .....000	224.8	310.3	217.5	387.8	68.9	†
Unfilled vacancies (1st of month) <sup>(3)</sup> .....000	45.2	42.1	52.5	34.0	184.0	†
Placements, weekly average.....000		18.3	22.9	18.8	†	†
<b>Unemployment Insurance—</b>						
Ordinary live claims (1st of month).....000	143.5	218.1	136.8	209.9	12.1	†
Balance in fund.....\$000,000	779.3	789.0	683.9	581.0	203.5	†
<b>Price Indexes—</b>						
General wholesale <sup>(4)</sup> .....	226.5	224.8	241.9	204.7	†	†
Cost-of-living index <sup>(4)</sup> .....	187.3	186.7	182.0	164.0	119.2	100.6
Residential building materials <sup>(4)</sup> .....		284.4	289.5	230.7	†	†
<b>Production—</b>						
Industrial production index <sup>(4)</sup> .....		214.2	223.4	197.4	202.5	106.6
Mineral production index <sup>(4)</sup> .....			167.6	140.4	108.9	121.9
Manufacturing index <sup>(4)</sup> .....		219.9	231.9	206.8	223.0	103.8
Pig iron.....000 tons		237.1	219.0	195.9	175.2	57.7
Steel ingots and castings.....000 tons		330.5	313.3	290.9	263.4	121.4
Inspected slaughtering, cattle.....000		122.2	108.9	102.8	101.9	72.6
hogs.....000		532.6	407.0	433.8	855.8	280.8
Flour production.....000,000 bbls		2.15	2.11	1.69	1.96	1.19
Newsprint <sup>(5)</sup> .....000 tons		496.0	485.7	459.9	262.5	250.0
Cement producers' shipments.....000,000 bbls		2.01	1.88	2.14	<sup>(6)</sup> 0.74	<sup>(6)</sup> 0.55
Automobiles and trucks.....000		42.9	42.9	35.3	12.3	15.7
Gold.....000 fine oz		365.9	369.4	373.1	257.6	431.7
Copper.....000 tons		22.8	23.5	22.4	23.8	27.3
Lead.....000 tons			11.1	13.5	10.2	15.9
Nickel.....000 tons		11.3	12.4	11.0	12.0	10.8
Zinc.....000 tons			25.9	30.7	23.8	14.8
Coal.....000 tons	1,190	1,280	1,349	1,461	1,290	1,136
Crude petroleum.....000,000 bbls			4.47	1.96	0.85	0.71
Electric power.....000,000 k.w.h.		5,335	5,132	4,425	3,585	2,333
Construction—						
Contracts awarded.....\$000,000	203.9	175.7	192.0	112.0	31.7	18.4
Dwelling units started.....000			11.7	13.6	†	†
completed.....000			6.9	6.2	†	†
under construction.....000		38.8	51.1	50.8	†	†
<b>Distribution—</b>						
Wholesale sales index, unadjusted <sup>(4)</sup> .....			372.6	†	†	†
Retail trade.....\$000,000			931.1	818.4	†	†
Imports, excluding gold.....\$000,000		387.9	405.1	290.2	159.0	73.0
Exports, excluding gold.....\$000,000		380.8	323.4	287.0	368.4	79.9
<b>Railways—</b>						
Revenue freights, ton miles.....000,000			5,629	4,434	5,769	2,431
cars loaded.....000		358.4	380.4	338.4	319.0	214.8
<b>Banking and Finance—</b>						
Common stocks, index <sup>(4)</sup> .....		160.9	164.2	128.7	79.9	90.4
Preferred stocks, index <sup>(4)</sup> .....		157.2	164.3	157.3	118.5	95.3
Bond yields, Dominion, index <sup>(4)</sup> .....		113.1	104.9	90.2	97.2	97.8
Cheques cashed, individual accounts.....\$000,000		10,137	9,484	7,990	6,653	2,839
Bank loans, current public.....\$000,000		2,845	2,896	2,234	1,117	822
Money supply.....\$000,000		4,812	4,754	4,479	<sup>(5)</sup> 3,153	<sup>(5)</sup> 1,370
Circulating media in hands of public.....\$000,000		1,312	1,202	1,138	865	281
Deposits.....\$000,000		3,500	3,552	3,341	<sup>(5)</sup> 2,163	<sup>(5)</sup> 1,089

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

\* Population figures given are as at June 1, 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force Survey figures given are as at March 1, 1952 and March 3, 1951. Estimates are based on the 1951 census. Detailed figures will be found in tables A-4-A-7 of the July issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.



## A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676
1952—				
January.....	6,453	3,958	2,720	13,131
February.....	4,666	3,306	2,997	10,969
March.....	8,751	5,307	4,585	18,643
April.....	9,097	5,554	4,846	19,497
May.....	8,819	5,639	5,390	19,848

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676
1952—						
January.....	353	3,660	6,701	1,334	1,083	13,131
February.....	259	2,120	6,110	1,523	957	10,969
March.....	406	4,209	10,338	2,257	1,433	18,643
April.....	526	4,140	10,584	2,540	1,707	19,497
May.....	521	4,044	10,537	3,019	1,727	19,848

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA  
BY OCCUPATIONS**

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951—									
May.....	3,611	2,339	2,792	540	404	322	678	504	11,190
June.....	3,534	2,539	3,192	511	359	274	521	552	11,482
July.....	2,556	3,279	3,412	523	334	287	490	528	11,418
August.....	2,333	3,039	3,050	436	465	245	379	487	10,434
September.....	1,461	2,395	2,605	417	415	222	381	431	8,327
October.....	2,317	3,977	4,728	569	444	274	805	545	13,659
November.....	2,019	3,878	5,209	632	424	311	748	515	13,736
December.....	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January.....	1,164	2,572	2,135	473	501	245	732	112	7,934
February.....	1,239	1,540	1,552	390	385	192	383	96	5,777
March.....	2,240	2,928	3,120	657	527	309	606	165	10,552
April.....	2,318	2,904	3,313	768	612	352	634	228	11,129
May.....	2,611	2,635	2,789	795	660	409	577	192	10,668

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

—	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	202	41	154	131	19	597
1949—May.....	45	206	43	165	144	21	624
*1950—May.....	49	220	50	175	155	22	671
*1951—May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	294	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	71	219	179	29	857
December.....	73	268	55	225	188	28	837
*1952—January.....	71	281	59	212	181	29	833
February.....	74	287	59	212	186	28	846
March.....	70	292	61	214	187	28	852
April.....	60	294	66	218	187	29	854
May.....							

\* Includes Newfoundland.

## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,310,531.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....	186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951.....	186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952.....	177.5	175.6	147.9	169.8	163.9	188.3	171.2	147.3	206.8	192.6
Percentage Distribution of Employees of Reporting Establishments at May 1, 1952.	100.0	0.2	3.6	2.6	28.7	43.2	5.2	2.3	4.8	9.4

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

### TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951.....	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951.....	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951.....	186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.99
Dec. 1, 1951.....	186.6	416.7	223.6	52.41	189.1	451.8	238.9	54.44
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952.....	177.5	410.5	231.7	54.30	188.7	468.3	248.1	56.54

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			May 1 1952	April 1 1952	May 1 1951
	May 1 1952	April 1 1952	May 1 1951	May 1 1952	April 1 1952	May 1 1951			
<b>(a) PROVINCES</b>							\$	\$	\$
Prince Edward Island.....	175.6	213.4	161.8	364.6	376.4	304.4	41.32	35.09	37.43
Nova Scotia.....	147.9	148.9	140.3	328.5	331.8	280.9	47.57	47.74	42.93
New Brunswick.....	169.8	192.4	171.7	390.4	442.5	357.2	46.65	46.67	42.06
Quebec.....	163.9	166.4	163.3	400.2	406.5	359.8	51.98	52.01	46.90
Ontario.....	188.3	187.6	188.5	431.9	432.3	395.0	56.24	56.49	51.31
Manitoba.....	171.2	168.8	167.5	343.5	337.1	309.2	51.59	51.37	47.51
Saskatchewan.....	147.3	142.0	137.9	307.9	294.1	258.5	50.66	50.21	45.43
Alberta.....	206.8	201.6	192.9	440.9	429.9	373.0	54.26	54.25	49.19
British Columbia.....	192.6	188.6	187.2	443.3	432.6	378.1	59.85	59.63	52.49
<b>CANADA</b> .....	<b>177.5</b>	<b>177.9</b>	<b>175.6</b>	<b>410.5</b>	<b>411.5</b>	<b>367.9</b>	<b>54.30</b>	<b>54.32</b>	<b>49.17</b>
<b>(b) METROPOLITAN AREAS</b>									
Sydney.....	111.7	110.3	107.1	294.9	294.0	255.8	59.01	59.59	53.35
Halifax.....	217.4	221.3	195.7	415.0	436.1	328.6	44.70	46.15	39.88
Saint John.....	179.7	201.0	158.8	368.8	428.0	284.1	43.98	45.63	38.35
Quebec.....	153.7	149.8	148.1	359.5	346.7	317.6	43.60	43.14	39.88
Sherbrooke.....	170.4	168.3	174.7	392.9	391.6	379.8	44.74	45.15	42.18
Three Rivers.....	171.1	163.3	176.9	422.5	412.8	403.4	49.40	50.56	46.13
Drummondville.....	184.7	185.8	209.6	460.5	463.3	513.2	47.73	47.75	46.69
Montreal.....	177.4	176.0	173.6	408.8	400.5	361.1	52.68	52.00	47.55
Ottawa—Hull.....	186.8	185.3	186.6	390.7	390.0	356.2	48.46	48.74	44.22
Peterborough.....	197.4	197.8	200.3	542.9	544.6	486.2	58.10	58.15	51.09
Oshawa.....	251.3	246.1	275.2	673.6	648.0	712.2	63.39	62.28	61.24
Niagara Falls.....	269.5	268.9	229.3	705.8	716.1	539.4	63.12	64.19	56.68
St. Catharines.....	238.1	236.7	246.6	622.1	622.2	673.5	64.12	64.51	59.39
Toronto.....	195.9	194.5	195.4	439.5	434.4	401.1	56.68	56.41	51.49
Hamilton.....	202.2	201.1	205.9	489.1	486.2	459.8	58.56	58.54	54.09
Brantford.....	214.1	211.4	214.4	594.6	590.1	531.5	57.68	57.97	51.54
Galt.....	150.9	150.5	157.7	370.7	371.6	356.5	50.40	50.67	46.28
Kitchener.....	170.4	168.9	182.5	415.2	409.3	410.8	51.77	51.48	47.80
Sudbury.....	174.2	176.8	163.8	389.0	393.1	322.2	67.09	66.78	59.20
London.....	188.3	185.8	195.4	412.2	404.7	399.1	51.84	51.57	48.35
Sarnia.....	314.2	294.0	283.4	765.7	693.4	563.4	67.54	65.36	64.01
Windsor.....	233.7	229.0	235.8	552.6	554.9	480.7	65.93	67.56	56.34
Sault Ste. Marie.....	238.2	228.5	212.3	575.3	541.6	430.9	64.20	63.01	53.99
Ft. William—Pt. Arthur.....	226.2	222.0	199.2	505.5	505.3	402.5	56.81	57.87	51.43
Winnipeg.....	171.4	168.8	168.7	343.5	338.5	308.8	48.87	48.88	44.52
Regina.....	164.7	159.0	160.7	344.9	334.6	305.0	47.42	47.67	42.87
Saskatoon.....	189.0	186.3	180.5	397.9	388.6	340.9	46.71	46.32	41.91
Edmonton.....	256.0	244.5	244.1	561.0	530.7	475.0	51.55	51.05	45.75
Calgary.....	220.0	213.5	203.4	451.3	436.3	369.7	52.97	52.77	46.90
Vancouver.....	202.4	200.0	203.7	454.6	445.0	402.3	56.32	55.79	49.48
Victoria.....	223.9	221.6	221.0	505.4	505.5	451.3	54.11	54.67	48.99
<b>(c) INDUSTRIES</b>									
Forestry (chiefly logging).....	124.5	200.3	167.9	400.0	693.5	472.8	55.62	59.96	48.74
Mining.....	122.1	122.3	115.0	275.6	279.2	237.4	65.12	65.88	59.20
Manufacturing.....	188.7	188.3	189.9	468.3	467.2	423.7	56.54	56.55	50.84
Durable Goods <sup>1</sup> .....	243.2	241.3	237.0	608.0	605.5	530.8	60.73	60.95	54.39
Non-Durable Goods.....	153.5	154.0	159.2	367.9	367.8	345.9	52.26	52.09	47.39
Construction.....	173.8	159.6	163.4	510.2	476.1	408.9	55.16	56.06	46.99
Transportation, storage, communi- cation.....	181.6	181.3	171.5	359.8	348.8	317.6	56.69	55.04	53.03
Public utility operation.....	188.8	186.9	183.2	395.3	393.0	343.3	61.77	62.02	55.36
Trade.....	173.2	171.3	171.0	364.2	354.1	332.9	45.95	45.82	42.51
Finance, insurance and real estate.....	178.4	178.2	170.8	304.7	302.7	271.3	49.66	49.40	46.16
Service <sup>2</sup> .....	183.6	181.0	175.9	376.0	366.3	340.9	34.22	33.81	31.79
Industrial composite.....	177.5	177.9	175.6	410.5	411.5	367.9	54.30	54.32	49.17

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**TABLE C-1.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
May 1, 1945.....	45.5	46.2	44.5	70.5	78.2	60.9
*May 1, 1946.....	43.0	43.2	42.8	68.9	75.5	62.4
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952.....	38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1952.....	41.6	41.9	41.2	127.1	137.5	115.7
Mar. 1, 1952.....	41.7	41.8	41.5	127.8	138.4	116.0
Apr. 1, 1952.....	42.1	42.3	41.8	129.0	139.6	116.9
May 1, 1952.....	41.8	42.1	41.6	129.5	139.7	117.8

\* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of May 1, 1946 and April 1, 1951.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1952	Apr. 1, 1952	May 1, 1951	May 1, 1952	Apr. 1, 1952	May 1, 1951
Newfoundland.....	43.1	42.2	43.7	124.5	126.6	107.8
Nova Scotia.....	42.6	43.6	43.7	115.2	115.8	97.8
New Brunswick.....	43.7	43.8	43.7	114.4	112.4	100.2
Quebec.....	43.5	43.7	44.3	115.4	114.6	101.6
Ontario.....	41.2	41.4	42.0	137.5	137.2	121.5
Manitoba.....	40.9	41.4	41.7	122.1	122.0	108.8
Saskatchewan.....	41.1	41.8	41.0	129.2	129.4	115.4
Alberta.....	40.6	41.4	41.4	129.7	128.6	112.8
British Columbia.....	38.6	38.7	38.4	157.8	158.6	137.1
Montreal.....	42.6	42.8	42.7	120.6	119.7	107.4
Toronto.....	40.7	40.8	41.4	136.2	135.5	120.1
Hamilton.....	39.8	40.0	40.8	148.1	148.1	134.7
Windsor.....	42.2	43.0	38.9	159.2	162.7	142.5
Winnipeg.....	40.6	41.0	41.2	120.6	120.8	107.8
Vancouver.....	38.0	38.2	38.0	155.2	155.2	133.6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1952	Apr. 1 1952	May 1 1951	May 1 1952	Apr. 1 1952	May 1 1951	May 1 1952	Apr. 1 1952	May 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b> .....	42-4	43-1	43-4	147-4	146-9	131-5	62.50	63.31	57.07
Metal mining.....	44-3	45-1	44-6	147-5	146-2	131-6	65.34	65.94	58.69
Gold.....	46-0	46-6	46-6	130-8	129-5	120-9	60.17	60.35	56.34
Other metal.....	43-1	44-0	43-0	159-7	158-3	140-7	68.83	69.65	60.50
Fuels.....	38-6	39-8	39-9	152-7	153-4	138-5	58.94	61.05	55.26
Coal.....	37-7	38-3	39-5	150-0	150-2	137-6	56.55	57.53	54.35
Oil and natural gas.....	42-6	46-3	41-8	162-7	164-7	142-7	69.31	76.26	59.65
Non-metal.....	42-6	42-4	46-6	136-5	136-6	116-4	58.15	57.92	54.24
<b>Manufacturing</b> .....	41-8	42-1	42-5	129-5	129-0	114-1	54.13	54.31	48.49
Food and beverages.....	42-5	42-3	42-2	110-9	111-0	98-6	47.13	46.95	41.61
Meat products.....	42-7	42-6	41-1	139-2	139-5	120-7	59.44	59.43	49.61
Canned and preserved fruits and vegetables.....	39-8	38-7	39-1	94-0	96-9	85-3	37.41	37.50	33.35
Grain mill products.....	44-3	43-3	45-9	121-4	119-6	108-9	53.78	51.79	49.99
Bread and other bakery products.....	44-5	44-7	44-5	97-6	97-1	89-2	43.43	43.40	39.69
Distilled and malt liquors.....	41-3	41-4	41-8	138-2	135-3	117-6	57.08	56.22	49.16
Tobacco and tobacco products.....	41-3	40-7	40-6	123-3	120-5	110-9	50.92	49.04	45.03
Rubber products.....	41-2	41-7	42-8	135-6	135-5	123-6	55.87	56.50	52.90
Leather products.....	41-0	41-6	40-4	90-7	89-6	84-8	37.19	37.27	34.26
Boots and shoes (except rubber).....	41-1	42-0	40-0	87-6	86-4	82-0	36.00	36.29	32.80
Textile products (except clothing).....	41-0	40-6	43-7	103-6	102-5	95-3	42.48	41.62	41.69
Cotton yarn and broad woven goods.....	36-8	36-6	42-6	102-6	100-6	100-3	37.76	36.82	42.73
Woolen goods.....	42-8	43-5	44-1	100-4	100-6	89-7	42.97	43.76	39.56
Rayon, nylon and silk textiles.....	44-4	44-3	46-0	106-5	106-2	94-7	47.29	47.05	43.56
Clothing (textile and fur).....	38-9	39-7	38-9	91-4	91-2	85-4	35.55	36.21	33.22
Men's clothing.....	39-4	40-3	39-3	89-1	89-1	84-6	35.11	35.91	33.25
Women's clothing.....	37-4	38-2	35-8	95-6	95-3	87-7	35.75	36.40	31.40
Knit goods.....	38-9	39-6	40-9	93-9	92-9	84-4	36.53	36.79	34.52
*Wood products.....	41-6	42-0	41-9	117-2	116-5	105-8	48.76	48.93	44.20
Saw and planing mills.....	40-6	41-2	41-0	127-2	126-7	113-6	51.64	52.20	46.58
Furniture.....	42-9	42-9	42-9	103-5	103-0	96-2	44.40	44.19	41.27
Other wood products.....	43-3	44-1	44-0	98-7	97-4	87-3	42.74	42.95	38.41
Paper products.....	44-3	45-4	47-0	141-9	141-6	120-8	62.86	64.29	56.78
Pulp and paper mills.....	45-5	46-3	48-3	150-3	150-3	128-4	68.39	70.34	62.02
Other paper products.....	40-5	41-2	43-4	112-6	111-3	97-8	45.60	45.86	42.45
Printing, publishing and allied industries.....	39-8	39-8	40-3	147-5	146-3	132-9	58.71	58.23	53.56
*Iron and steel products.....	42-2	42-5	43-0	144-2	144-3	127-4	60.85	61.33	54.78
Agricultural implements.....	40-3	40-6	41-1	160-9	160-5	140-3	64.84	65.16	57.66
Fabricated and structural steel.....	42-9	43-3	42-8	148-5	147-6	130-0	63.71	63.91	55.64
Hardware and tools.....	42-3	42-7	43-7	129-4	129-2	113-0	54.74	55.17	49.38
Heating and cooking appliances.....	42-3	41-5	42-6	126-0	125-2	117-1	53.30	51.96	49.88
Iron castings.....	42-6	43-3	45-1	141-1	141-6	129-1	60.11	61.31	58.22
Machinery mfg.....	43-6	43-9	44-5	136-2	135-7	121-1	59.38	59.57	53.89
Primary iron and steel.....	41-7	41-6	41-8	156-2	156-7	136-8	65.14	65.19	57.18
Sheet metal products.....	41-0	41-3	41-8	133-6	133-7	119-2	54.78	55.22	49.83
*Transportation equipment.....	42-4	42-6	42-2	146-6	146-9	129-6	62.16	62.58	54.69
Aircraft and parts.....	44-4	44-7	45-2	147-9	148-1	124-1	65.67	66.20	56.09
Motor vehicles.....	42-5	43-3	39-5	160-8	164-4	146-3	68.34	71.19	57.79
Motor vehicle parts and accessories.....	41-9	41-4	42-6	151-8	150-7	133-1	63.60	62.39	56.70
Railroad and rolling stock equipment.....	40-4	40-6	42-4	141-7	140-7	122-5	57.25	57.12	51.94
Shipbuilding and repairing.....	44-4	44-6	43-5	135-0	135-3	120-1	59.94	60.34	52.24
*Non-ferrous metal products.....	41-6	41-7	43-8	145-1	144-1	121-9	60.36	60.09	53.39
Aluminum products.....	42-4	43-7	43-3	131-3	131-1	111-4	55.67	57.29	48.24
Brass and copper products.....	42-4	42-6	44-1	135-6	133-9	120-5	57.49	57.04	53.14
Smelting and refining.....	41-4	41-1	44-4	158-3	157-6	130-7	65.54	64.77	58.03
*Electrical apparatus and supplies.....	40-9	41-0	41-4	138-3	138-3	125-3	56.56	56.91	51.87
Heavy electrical machinery and equipment.....	41-0	41-3	41-2	157-3	156-1	140-0	64.49	64.47	57.68
*Non-metallic mineral products.....	44-0	43-8	45-6	126-6	126-8	112-7	55.70	55.54	51.39
Clay products.....	44-7	44-0	45-3	119-8	119-8	107-3	53.55	52.71	48.61
Glass and glass products.....	45-1	44-6	46-5	122-0	122-5	109-1	55.02	54.64	50.73
Products of petroleum and coal.....	42-0	43-1	42-2	169-3	168-0	148-4	71.11	72.41	62.62
Chemical products.....	42-4	42-1	43-5	132-6	130-8	116-1	56.22	55.07	50.50
Medicinal and pharmaceutical preparations.....	40-9	41-7	41-7	105-6	104-8	94-4	43.19	43.70	39.36
Acids, alkalis and salts.....	41-7	42-0	45-3	154-7	151-5	129-9	64.51	63.63	58.84
Miscellaneous manufacturing industries.....	41-7	41-8	41-9	104-1	103-9	95-8	43.41	43.43	40.14
*Durable goods.....	42-1	42-3	42-6	139-7	139-6	122-9	58.81	59.05	52.36
Non-durable goods.....	41-6	41-8	42-5	117-8	116-9	104-6	49.00	48.86	44.46
Construction.....	41-3	42-3	39-8	132-3	132-4	115-4	54.64	56.01	45.93
Buildings and structures.....	41-7	42-0	39-7	142-1	141-1	124-0	59.26	59.26	49.23
Highways, bridges and streets.....	39-5	42-1	39-5	105-8	106-1	94-3	41.79	44.67	37.25
Electric and motor transportation.....	45-3	45-8	45-0	128-6	125-1	115-6	58.26	57.30	52.02
Service.....	42-8	42-7	42-6	74-2	73-0	69-8	31.76	31.17	29.73
Hotels and restaurants.....	43-5	43-7	43-3	73-6	72-1	69-8	32.02	31.51	30.22
Laundries and dry cleaning plants.....	42-2	41-3	41-6	71-7	71-0	66-8	30.26	29.32	27.79

\*Durable manufactured goods industries.



**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the  
Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Monthly Average 1951.....	42.1	116.8	49.15	164.5	149.3	110.2
Week Preceding:						
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7x	127.1	52.01x	177.5	154.9	114.6
February 1, 1952.....	41.6	127.1	52.87	177.0	154.4	114.6
March 1, 1952.....	41.7	127.8	53.29	178.4	153.0	116.6
April 1, 1952.....	42.1	129.0	54.31	181.8	152.7	119.1
May 1, 1952 <sup>(1)</sup> .....	42.0x	129.4	54.35x	182.0	151.1	120.5

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).  
x Figures adjusted for holidays. The actual figures are: January 1, 1952, 38.1 hours, \$48.43, May 1, 1952, 41.9 hours, \$54.22.

<sup>(1)</sup> Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1946.....	71,018	47,951	117,969	139,977	36,758	176,735
July 1, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
July 1, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
July 1, 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
July 1, 1950.....	24,392	15,500	39,892	136,291	68,280	204,571
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
Sept. 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
Oct. 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
Nov. 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
Dec. 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
Jan. 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
Feb. 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952.....	25,778	16,332	42,110	241,885	68,251	310,236
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952 <sup>(1)</sup> .....	22,772	17,679	40,451	134,394	61,866	196,260

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 29, 1952**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change From	
				May 1, 1952	May 31 1951
<b>Agriculture, fishing, trapping</b> .....	<b>1,722</b>	<b>412</b>	<b>2,134</b>	<b>- 1,404</b>	<b>- 1,513</b>
<b>Logging</b> .....	<b>2,563</b>	<b>13</b>	<b>2,576</b>	<b>+ 1,483</b>	<b>-10,366</b>
Pulpwood.....	2,246	7	2,253	+ 1,354	- 9,548
Lumber.....	273	6	279	+ 144	- 768
Other logging.....	44	0	44	- 15	- 50
<b>Mining</b> .....	<b>814</b>	<b>40</b>	<b>854</b>	<b>- 415</b>	<b>- 1,517</b>
Coal.....	125	.....	125	- 112	- 147
Metallic ores—					
Iron.....	119	2	121	- 84	- 54
Gold.....	202	1	203	- 120	- 264
Nickel.....	124	4	128	- 61	- 1,008
Other metallic ores and non-metallic minerals.....	166	8	174	+ 2	- 21
Prospecting and oil producing.....	78	25	103	- 40	- 23
<b>Manufacturing</b> .....	<b>6,248</b>	<b>3,253</b>	<b>9,501</b>	<b>+ 215</b>	<b>- 3,796</b>
Food and kindred products (inc. tobacco).....	1,473	452	1,925	+ 6	+ 630
Textiles, apparel, etc.....	359	1,759	2,118	- 130	+ 377
Lumber and finished lumber products.....	793	80	873	+ 367	- 377
Pulp and paper products (inc. printing).....	310	139	449	- 14	- 236
Chemicals and allied products.....	173	102	275	- 24	- 134
Petroleum and coal products.....	28	9	37	- 34	- 12
Rubber products.....	43	31	74	+ 11	- 266
Leather and leather products.....	99	164	263	+ 52	+ 62
Stone, clay and glass products.....	141	40	181	+ 68	- 154
Iron and steel and products.....	448	76	524	+ 27	- 1,279
Non-ferrous metals and products.....	254	61	315	+ 9	- 616
Machinery.....	540	55	595	- 13	- 599
Electrical equipment and products.....	200	123	323	- 19	- 201
Transportation equipment and other manufacturing.....	1,387	162	1,549	- 91	- 671
<b>Construction</b> .....	<b>5,965</b>	<b>102</b>	<b>6,067</b>	<b>+ 1,103</b>	<b>- 55</b>
<b>Transportation and storage</b> .....	<b>1,463</b>	<b>171</b>	<b>1,634</b>	<b>- 30</b>	<b>- 1,315</b>
<b>Communications, and other public utilities</b> .....	<b>213</b>	<b>215</b>	<b>428</b>	<b>- 13</b>	<b>- 372</b>
<b>Trade</b> .....	<b>2,911</b>	<b>2,540</b>	<b>5,451</b>	<b>+ 346</b>	<b>- 459</b>
Wholesale.....	965	527	1,492	- 8	- 264
Retail.....	1,946	2,013	3,959	+ 354	- 195
<b>Finance, insurance, real estate</b> .....	<b>862</b>	<b>800</b>	<b>1,662</b>	<b>+ 81</b>	<b>- 308</b>
<b>Service</b> .....	<b>4,156</b>	<b>10,702</b>	<b>14,858</b>	<b>+ 1,682</b>	<b>- 1,188</b>
Public.....	1,156	466	1,622	- 177	- 1,670
Domestic.....	136	4,233	4,369	+ 152	+ 463
Personal.....	1,823	5,580	7,403	+ 1,793	+ 406
Other service.....	1,041	423	1,464	- 86	- 387
<b>All Industries</b> .....	<b>26,917</b>	<b>18,248</b>	<b>45,165</b>	<b>+ 3,048</b>	<b>-20,889</b>

Preliminary—Subject to revision

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT MAY 29, 1952 (1)**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,441	1,070	2,511	4,570	1,047	5,617
Clerical workers.....	1,849	3,732	5,581	6,875	13,828	20,703
Sales workers.....	1,803	1,301	3,104	3,252	7,215	10,467
Personal and domestic service workers.....	1,710	8,920	10,630	13,007	10,667	23,674
Seamen.....	67	.....	67	1,567	15	1,582
Agriculture and fishing.....	2,434	11	2,445	1,205	426	1,631
Skilled and semiskilled workers.....	10,985	2,435	13,420	66,139	15,135	81,274
Food and kindred products (inc. tobacco).....	190	140	330	881	766	1,647
Textiles, clothing, etc.....	147	1,629	1,776	3,269	8,766	12,035
Lumber and wood products.....	2,134	1	2,135	12,375	102	12,477
Pulp, paper (inc. printing).....	53	21	74	863	570	1,433
Leather and leather products.....	70	112	182	846	528	1,374
Stone, clay and glass products.....	19	2	21	274	52	326
Metalworking.....	1,803	43	1,846	5,330	688	6,018
Electrical.....	126	41	167	1,018	734	1,752
Transportation equipment.....	98	3	101	282	108	390
Mining.....	303	.....	303	911	.....	911
Construction.....	2,262	1	2,263	17,257	9	17,266
Transportation (except seamen).....	1,173	26	1,199	9,643	49	9,692
Communications and public utility.....	47	6	53	313	2	315
Trade and service.....	356	288	644	1,410	933	2,343
Other skilled and semiskilled.....	2,000	93	2,093	7,008	1,548	8,556
Foremen;.....	85	4	89	1,749	177	1,926
Apprentices.....	119	25	144	2,710	103	2,813
Unskilled workers.....	6,626	784	7,410	66,915	12,962	79,877
Food and tobacco.....	139	185	324	1,506	3,104	4,610
Lumber and lumber products.....	469	19	488	3,768	243	4,011
Metalworking.....	173	12	185	2,460	507	2,967
Construction.....	2,315	.....	2,315	11,983	3	11,986
Other unskilled workers.....	3,530	568	4,098	47,198	9,105	56,303
<b>Total.....</b>	<b>26,915</b>	<b>18,253</b>	<b>45,168</b>	<b>163,530</b>	<b>61,295</b>	<b>224,825</b>

(1) Preliminary—Subject to revision

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND  
PLACEMENTS FOR THE MONTH OF MAY 1952**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	1,219	1,366	1,003
Logging.....	2,320	1,850	1,490
Mining.....	492	542	430
Manufacturing.....	6,980	7,300	5,300
Food and kindred products (inc. tobacco).....	1,323	1,457	1,057
Textiles, apparel, etc.....	1,142	1,109	885
Lumber and finished lumber products.....	1,065	1,110	825
Pulp and paper products (inc. printing).....	435	461	337
Chemicals and allied products.....	282	316	224
Petroleum and coal products.....	42	55	37
Rubber products.....	67	76	46
Leather and leather products.....	183	187	125
Stone, clay and glass products.....	203	218	150
Iron and steel and products.....	384	417	275
Non-ferrous metals and products.....	260	268	199
Machinery.....	397	412	305
Electrical equipment and products.....	244	241	162
Transportation equipment and other manufacturing.....	953	973	770
Construction.....	5,449	5,257	4,247
Transportation and storage.....	1,433	1,465	1,165
Communications and other public utilities.....	289	297	221
Trade.....	3,604	4,009	2,559
Finance, insurance, real estate.....	489	496	258
Service.....	8,877	8,456	6,299
<b>All Industries.....</b>	<b>31,152</b>	<b>31,038</b>	<b>23,972</b>



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS MAY 2, TO MAY 29, 1952: UNPLACED APPLICANTS AS AT JUNE 26, 1952**

(SOURCE: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	*Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 26 1952
					Regular	Casual		
<b>Newfoundland</b>	<b>728</b>	<b>321</b>	<b>1,823</b>	<b>762</b>	<b>496</b>	<b>4</b>	<b>7,452</b>	<b>4,631</b>
Corner Brook	86	44	257	82	73	1	1,013	1,024
Grand Falls	36	12	333	12	8	3	1,443	797
St. John's	606	265	1,233	668	415		4,996	2,810
<b>Prince Edward Island</b>	<b>792</b>	<b>414</b>	<b>879</b>	<b>834</b>	<b>535</b>	<b>144</b>	<b>1,177</b>	<b>886</b>
Charlottetown	551	364	451	478	282	95	726	554
Summerside	241	50	428	356	253	49	451	332
<b>Nova Scotia</b>	<b>3,741</b>	<b>1,718</b>	<b>6,288</b>	<b>4,450</b>	<b>2,645</b>	<b>767</b>	<b>10,342</b>	<b>9,771</b>
Amherst	216	12	219	242	217	9	343	323
Bridgewater	51	40	191	151	57	14	414	377
Halifax	1,653	1,112	3,083	2,005	1,087	394	3,465	4,147
Inverness	26	5	100	58	44		371	276
Kentville	373	226	336	313	227	7	853	626
Liverpool	109	106	67	41	32		142	162
New Glasgow	495	61	682	615	450	53	973	640
Springhill	50	8	82	45	37		310	217
Sydney	489	88	953	573	270	199	2,291	1,998
Truro	129	45	313	193	100	11	496	426
Yarmouth-Shelburne	150	15	262	214	124	80	684	579
<b>New Brunswick</b>	<b>4,875</b>	<b>2,941</b>	<b>6,119</b>	<b>4,190</b>	<b>2,763</b>	<b>478</b>	<b>12,532</b>	<b>9,063</b>
Bathurst	28	13	315	25	53	6	1,855	1,141
Campbellton	292	39	377	325	248	17	1,471	852
Edmundston	802	341	480	685	441	30	745	319
Fredericton	394	205	496	321	212	58	740	432
Minto	62	49	192	158	68	5	529	532
Moncton	1,616	1,668	1,569	900	514	237	2,632	1,996
Newcastle	108	20	261	144	115	8	974	476
Saint John	1,163	311	2,001	1,227	919	96	2,444	2,190
St. Stephen	167	132	273	164	106	11	700	856
Sussex	131	70	78	87	68	7	123	98
Woodstock	112	93	77	64	19	3	319	163
<b>Quebec</b>	<b>35,151</b>	<b>12,533</b>	<b>44,156</b>	<b>34,372</b>	<b>22,781</b>	<b>1,848</b>	<b>82,320</b>	<b>63,320</b>
Asbestos	135	100	208	111	85	5	388	366
Beauharnois	141	24	242	139	95		486	409
Buckingham	241	35	233	237	158	49	519	433
Causapsal	715	47	980	806	813		1,354	1,142
Chandler	506	17	435	530	252		905	511
Chicoutimi	445	290	616	543	310	24	553	369
Dolbeau	185	5	165	142	124	1	434	156
Drummondville	195	55	611	202	129	2	1,711	1,739
Farnham	105	54	101	110	85		601	556
Gaspé	1,094	236	180	151	59		727	688
Granby	352	45	532	424	306	13	890	844
Hull	347	116	745	370	272	23	1,537	1,250
Joliette	509	167	493	715	363	11	1,138	854
Jonquiere	516	113	705	576	330	28	988	998
Lachute	141	22	166	126	101	3	287	220
La Malbaie	307	57	245	262	157	88	1,133	488
La Tuque	338	80	331	143	99		390	280
Levis	268	231	519	233	198	4	1,506	1,021
Maniwaki	11	7	121	8	6		496	273
Matane	415	61	244	280	268		2,057	603
Mégantic	598	12	608	548	502	3	423	242
Mont-Laurier	99	36	124	156	65		392	83
Montmagny	56	26	294	68	49	3	1,160	613
Montreal	15,752	5,420	18,291	14,685	10,053	980	27,342	22,876
New Richmond	727	66	681	689	649	1	917	702
Port Alfred	34	7	156	62	55		592	285
Quebec	2,062	1,057	4,179	2,711	1,349	159	7,617	5,987
Rimouski	1,135	773	1,215	739	609		3,347	1,867
Rivière du Loup	376	251	399	381	150	4	2,330	1,019
Roberval	153	116	98	143	41	3	374	153
Rouyn	321	111	669	370	190	61	1,489	968
Ste. Agathe	247	67	159	248	166	14	341	117
Ste. Anne de Bellevue	168	37	248	164	126	6	253	201
Ste. Therese	266	74	349	254	195	4	397	417
St. Georges de Beauce	1,007	491	749	1,610	622	17	1,128	750
St. Hyacinthe	403	882	543	484	361	17	1,351	1,198
St. Jean	277	114	425	335	194	17	806	820
St. Jerome	334	60	549	328	233	14	1,028	748
St. Joseph d'Alma	712	160	830	625	573	2	599	478
Shawinigan Falls	375	119	953	365	311	13	2,306	1,733
Sherbrooke	1,009	229	1,330	1,058	584	213	1,858	1,878
Sorel	307	71	450	301	207	1	691	649
Thetford Mines	284	114	507	322	238	10	679	622

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS MAY 2, TO MAY 29, 1952; UNPLACED APPLICANTS AS AT JUNE 26, 1952—Continued**

(Source: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 26 1952
					Regular	Casual		
<b>Quebec—Con.</b>								
Three Rivers.....	613	173	1,170	844	517	31	4,314	3,193
Val d'Or.....	429	190	526	273	213	2	517	380
Valleyfield.....	129	46	417	172	107	4	1,314	1,523
Victoriaville.....	312	69	365	329	212	18	655	618
<b>Ontario.....</b>	<b>40,027</b>	<b>13,895</b>	<b>58,272</b>	<b>40,890</b>	<b>24,884</b>	<b>5,760</b>	<b>67,829</b>	<b>60,411</b>
Arnprior.....	273	35	209	291	247	4	62	46
Barrie.....	581	163	520	593	456	26	377	347
Belleville.....	282	79	464	331	124	75	513	429
Bracebridge.....	395	116	227	381	296	.....	267	167
Brampton.....	174	63	204	157	128	11	223	199
Brantford.....	696	101	1,215	775	532	73	1,579	1,565
Brockville.....	187	30	272	200	179	14	151	168
Carleton Place.....	74	9	117	81	66	.....	202	202
Chatham.....	345	150	483	372	172	56	973	692
Cobourg.....	200	8	204	282	162	43	211	166
Collingwood.....	248	53	303	250	196	22	341	362
Cornwall.....	552	62	869	621	607	53	1823	600
Fort Erie.....	52	32	58	45	35	4	75	160
Fort Frances.....	177	32	137	130	106	11	92	77
Fort William.....	1,003	161	1,015	920	720	87	643	610
Galt.....	236	102	469	215	161	19	810	708
Gananoque.....	120	24	134	103	46	31	123	73
Goderich.....	154	153	55	102	52	10	72	64
Guelph.....	238	83	404	271	141	10	690	679
Hamilton.....	2,424	608	4,463	2,920	1,209	645	5,819	5,223
Hawkesbury.....	139	57	261	147	72	52	386	344
Ingersoll.....	119	30	149	142	85	10	239	163
Kapuskasing.....	177	40	171	143	91	7	253	213
Kenora.....	136	82	110	117	90	12	120	113
Kingston.....	769	249	977	923	547	90	699	527
Kirkland Lake.....	261	124	488	311	196	34	441	333
Kitchener-Waterloo.....	551	153	638	687	391	50	871	731
Leamington.....	192	38	319	268	115	56	300	167
Lindsay.....	112	38	186	104	78	9	245	187
Listowel.....	55	24	88	99	38	9	150	152
London.....	2,078	866	2,683	2,254	996	496	1,882	1,985
Midland.....	167	47	183	175	103	37	169	148
Napanee.....	68	23	56	88	38	1	105	107
New Toronto.....	884	127	1,107	902	727	26	1,107	1,037
Niagara Falls.....	605	89	1,113	660	437	76	892	800
North Bay.....	505	85	680	502	254	181	431	352
Orillia.....	465	104	406	527	331	58	338	260
Oshawa.....	1,003	303	1,373	1,017	632	108	1,847	1,588
Ottawa.....	2,169	1,372	2,482	2,246	1,080	367	2,132	2,105
Owen Sound.....	229	57	389	334	162	43	549	474
Parry Sound.....	48	14	46	45	35	.....	75	88
Pembroke.....	341	135	298	378	238	10	544	515
Perth.....	122	64	96	126	79	25	169	160
Peterborough.....	295	124	663	313	208	.....	1,349	1,149
Pictou.....	47	22	80	54	33	4	108	69
Port Arthur.....	1,010	123	1,051	1,050	1,002	17	1,330	1,000
Port Colborne.....	73	23	185	71	40	9	365	427
Prescott.....	193	49	296	128	107	.....	377	439
Renfrew.....	204	20	166	214	204	5	145	112
St. Catharines.....	638	142	1,203	672	417	92	1,488	1,533
St. Thomas.....	287	76	343	366	133	51	500	422
Sarnia.....	350	83	728	405	204	81	653	738
Sault Ste. Marie.....	479	191	674	584	393	60	570	586
Simcoe.....	120	35	246	118	54	25	521	341
Sioux Lookout.....	179	51	165	176	101	20	81	49
Smiths Falls.....	104	29	107	103	61	12	154	129
Stratford.....	233	97	303	311	124	38	343	314
Sturgeon Falls.....	238	1	326	266	190	45	582	249
Sudbury.....	1,125	367	1,296	989	712	193	1,366	894
Timmins.....	537	194	711	517	381	102	936	855
Toronto.....	10,402	5,165	17,276	8,993	5,799	1,108	21,103	20,114
Trenton.....	163	26	473	215	166	3	374	299
Walkerton.....	125	52	163	229	110	.....	238	189
Wallaceburg.....	260	10	350	297	178	67	409	295
Welland.....	302	57	749	361	248	28	1,590	1,304
Weston.....	539	272	659	328	229	.....	523	350
Windsor.....	2,307	400	3,545	2,682	1,233	820	3,245	3,030
Woodstock.....	211	101	393	213	107	29	486	438

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS MAY 2, TO MAY 29, 1952; UNPLACED APPLICANTS AS AT JUNE 26, 1952—Concluded**

(Source: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	*Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 26 1952
					Regular	Casual		
<b>Manitoba.....</b>	<b>7,787</b>	<b>3,681</b>	<b>9,707</b>	<b>7,248</b>	<b>3,560</b>	<b>1,649</b>	<b>9,776</b>	<b>8,971</b>
Brandon.....	669	453	628	494	333	54	402	360
Dauphin.....	183	71	158	153	108	8	195	248
Flin Flon.....	231	154	161	165	70	29	105	103
Portage la Prairie.....	223	104	350	229	145	17	366	429
The Pas.....	187	206	72	56	44	3	49	76
Winnipeg.....	6,294	2,693	8,338	6,151	2,860	1,538	8,659	7,755
<b>Saskatchewan.....</b>	<b>6,197</b>	<b>3,405</b>	<b>5,689</b>	<b>5,318</b>	<b>3,355</b>	<b>783</b>	<b>2,937</b>	<b>3,143</b>
Estevan.....	100	32	165	185	125	9	80	89
Moose Jaw.....	794	414	785	743	489	83	328	489
North Battleford.....	179	222	88	189	148	2	137	131
Prince Albert.....	414	226	523	425	316	48	489	467
Regina.....	1,896	786	1,819	1,695	1,022	420	444	631
Saskatoon.....	1,504	589	1,699	1,431	900	196	913	853
Swift Current.....	158	156	126	134	84	3	99	70
*Teachers' Office (a).....	700	714	77	119	12	.....	140	113
Weyburn.....	167	90	120	106	82	3	46	68
Yorkton.....	285	176	287	291	177	19	261	232
<b>Alberta.....</b>	<b>12,928</b>	<b>5,960</b>	<b>12,857</b>	<b>12,984</b>	<b>7,575</b>	<b>2,021</b>	<b>5,601</b>	<b>5,823</b>
Blairmore.....	99	80	108	60	54	.....	191	166
Calgary.....	4,439	1,694	4,395	4,323	2,184	819	1,927	2,371
Drumheller.....	178	45	240	161	149	.....	204	189
Edmonton.....	6,086	2,942	6,182	6,572	3,875	1,145	2,494	2,300
Edson.....	307	177	298	270	237	.....	90	59
Lethbridge.....	1,162	641	1,132	1,033	805	50	402	453
Medicine Hat.....	351	116	296	366	191	7	162	150
Red Deer.....	199	178	203	199	80	.....	119	129
Yellowknife.....	107	87	3	.....	.....	.....	12	6
<b>British Columbia.....</b>	<b>12,380</b>	<b>3,738</b>	<b>22,144</b>	<b>13,102</b>	<b>8,186</b>	<b>1,653</b>	<b>27,155</b>	<b>32,248</b>
Chilliwack.....	287	67	501	361	191	79	636	857
Courtenay.....	222	205	464	226	164	24	408	811
Cranbrook.....	141	46	173	188	87	9	211	183
Dawson Creek.....	294	15	301	317	292	.....	51	34
Duncan.....	196	44	293	214	135	8	299	600
Kamloops.....	412	115	432	360	296	.....	470	254
Kelowna.....	119	29	410	121	90	9	600	858
Nanaimo.....	355	40	561	365	291	26	609	1,067
Nelson.....	242	76	303	274	180	14	426	245
New Westminster.....	1,264	274	2,822	1,107	629	477	3,473	4,548
Penticton.....	213	16	186	227	134	61	318	219
Port Alberni.....	160	22	314	183	125	4	170	524
Prince George.....	736	136	1,083	869	608	39	1,037	798
Prince Rupert.....	667	57	841	674	612	.....	341	412
Princeton.....	108	5	115	124	103	.....	40	31
Trail.....	375	69	497	385	271	16	482	388
Vancouver.....	5,062	1,867	10,611	5,481	2,945	719	15,138	17,432
Vernon.....	369	72	340	379	288	6	435	292
Victoria.....	87,149	347	1,637	1,010	543	162	1,887	2,607
Whitehorse.....	337	236	260	237	202	.....	124	88
<b>Canada.....</b>	<b>124,606</b>	<b>48,606</b>	<b>167,934</b>	<b>124,150</b>	<b>76,780</b>	<b>15,107</b>	<b>227,121</b>	<b>198,267</b>
Males.....	87,149	28,937	120,493	87,151	58,679	8,723	164,841	136,338
Females.....	37,457	19,669	47,441	36,999	18,101	6,384	62,280	61,929

\* Includes deferred Vacancies.

(a) Statistics for the Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form UIC 751)  
1942-1952

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952..... (22 weeks).....	733,178	262,054	995,232	240,454	109,915	350,369



## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of May, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	3,056	1,651	111,132	320,718
Prince Edward Island.....	324	124	17,155	42,691
Nova Scotia.....	4,780	2,425	155,502	414,678
New Brunswick.....	6,769	4,034	221,851	605,812
Quebec.....	57,201	25,382	1,608,962	4,262,592
Ontario.....	39,300	12,925	1,115,380	2,957,118
Manitoba.....	4,928	2,337	148,129	380,078
Saskatchewan.....	1,178	471	42,709	109,222
Alberta.....	2,921	1,848	102,040	289,819
British Columbia.....	11,565	7,163	352,421	991,279
Total, Canada, May, 1952.....	132,022	58,360	3,875,281	10,374,007
Total, Canada, April, 1952.....	196,973	79,424	4,911,679	13,253,537
Total, Canada, May, 1951.....	75,914	41,286	2,323,200	5,660,433

\*Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MAY 31, 1952<sup>1</sup>**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	4,312	653	140	467	1,222	853	977
Male.....	4,156	630	132	456	1,191	811	936
Female.....	156	23	8	11	31	42	41
Prince Edward Island.....	577	91	42	59	86	83	216
Male.....	420	57	28	39	70	65	161
Female.....	157	34	14	20	16	18	55
Nova Scotia.....	7,525	1,787	698	927	1,304	935	1,874
Male.....	6,547	1,654	630	816	1,127	801	1,519
Female.....	978	133	68	111	177	134	355
New Brunswick.....	9,169	1,677	783	1,205	2,312	1,517	1,675
Male.....	7,884	1,521	694	1,036	2,041	1,328	1,264
Female.....	1,285	156	89	169	271	189	411
Quebec.....	68,265	11,902	6,168	8,648	14,545	11,058	15,944
Male.....	49,349	8,050	4,236	5,928	11,675	8,901	10,559
Female.....	18,916	3,852	1,932	2,720	2,870	2,157	5,385
Ontario.....	63,073	22,293	4,546	6,100	8,711	6,579	14,844
Male.....	42,924	16,663	2,851	3,721	5,496	4,207	9,986
Female.....	20,149	5,630	1,695	2,379	3,215	2,372	4,858
Manitoba.....	5,972	1,059	449	770	861	667	2,166
Male.....	3,252	522	207	353	482	382	1,336
Female.....	2,690	537	242	417	379	285	830
Saskatchewan.....	1,408	175	74	139	198	189	633
Male.....	794	94	35	73	110	97	385
Female.....	614	81	39	66	88	92	248
Alberta.....	6,290	3,333	172	318	690	674	1,103
Male.....	5,343	3,178	112	213	519	538	783
Female.....	947	155	60	105	171	136	320
British Columbia.....	15,316	3,538	1,152	1,938	2,687	1,579	4,422
Male.....	11,324	2,818	945	1,415	1,924	1,092	3,130
Female.....	3,992	720	207	523	763	487	1,292
TOTAL.....	181,907	46,508	14,224	20,571	32,616	24,134	43,854
MALE.....	132,023	35,187	9,870	14,050	24,635	18,222	30,059
FEMALE.....	49,884	11,321	4,354	6,521	7,981	5,912	13,795

<sup>1</sup> May 1952 totals include 8,797 claimants involved in temporary mass lay-off and 237 on supplementary benefit. In 1951, supplementary benefit claimants numbered 106.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
MAY, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,494	1,279	215	1,962	1,083	879	529
Prince Edward Island.....	205	158	47	219	153	66	46
Nova Scotia.....	3,528	2,220	1,308	3,651	2,753	898	820
New Brunswick.....	3,428	2,336	1,092	4,425	3,355	1,070	725
Quebec.....	27,681	17,578	10,103	31,932	24,126	7,806	6,886
Ontario.....	33,717	16,774	16,943	27,200	21,525	5,675	13,730
Manitoba.....	3,043	1,894	1,149	3,158	2,387	771	310
Saskatchewan.....	501	348	153	536	374	162	105
Alberta.....	1,605	1,205	400	1,790	1,367	423	420
British Columbia.....	8,604	4,818	3,786	9,202	7,093	2,109	1,521
Total Canada, May, 1952.....	83,806 <sup>1</sup>	48,610	35,196	84,075 <sup>2</sup>	64,216	19,859	25,092
Total Canada, April, 1952.....	100,951	71,286	29,665	116,607	86,716	29,891	25,361
Total Canada, May, 1951.....	56,430	37,300	19,130	59,833	42,885	16,948	13,917

<sup>1</sup> In addition, revised claims received numbered 17,278. <sup>2</sup> In addition, 17,770 revised claims were disposed of. Of these, 1,063 were special requests not granted, and 869 were appeals by claimants. There were 1,590 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED  
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of May 1952/1	Month of April 1952	Month of May 1951
Claims Disallowed			
Regular.....	11,907	20,452	9,590
Supplementary Benefit.....			
Claimants Disqualified			
Not unemployed.....	2,259	2,771	3,389
Not capable of and not available for work.....	1,752	1,481	1,410
Loss of work due to a labour dispute.....	325	902	44
Refused offer of work and neglected opportunity to work.....	1,590	1,195	1,916
Discharged for misconduct.....	563	695	495
Voluntarily left employment without just cause.....	4,597	5,185	3,585
Other reasons <sup>2</sup> .....	2,357	2,887	1,870
Total.....	25,350	35,568	22,299

<sup>1</sup> Includes 5,416 revised and 75 supplementary benefit claims disqualified.

<sup>2</sup> These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants <sup>1</sup>
1951—April.....	2,959,000	2,804,200	184,800
May.....	2,971,000	2,834,200	136,800
June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100 <sup>2</sup>
February.....	3,195,000	2,876,500	318,500 <sup>2</sup>
March.....	3,191,000	2,874,600	316,400 <sup>2</sup>
April.....	3,195,000	2,874,700	320,300 <sup>2</sup>

<sup>1</sup> Ordinary claimants on the live unemployment register on the last working day of the preceding month.

<sup>2</sup> Includes supplementary benefit claimants.

**TABLE E-6.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1952  
SOURCE: UNEMPLOYMENT INSURANCE COMMISSION

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS				
	CONTRIBUTIONS (Gross less refunds)				Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Employer and Employee		Government				Ordinary	Supplementary	Total
	\$	cts.	\$	cts.					
1942.....	36,435,609 05	7,287,121 81			\$ 269,293 74	cts. 43,991,999 60	\$ 27,752 92	cts. 27,752 92	\$ 43,964,246 68
1943.....	57,434,651 43	11,487,057 90	638 11		1,840,448 56	70,762,796 00	716,012 75		114,011,029 93
1944.....	61,720,785 00	12,344,421 74	1,323 67		3,972,047 14	78,038,577 55	1,721,666 29		190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02		6,195,926 42	82,673,002 18	4,966,483 51		268,034,459 86
1946.....	62,566,589 66	12,513,778 66	2,303 66		6,116,768 84	81,199,440 82	31,993,240 34		317,240,660 34
1947.....	76,015,030 91	15,203,457 58	3,820 43		7,529,985 56	98,752,294 48	43,114,329 18		372,878,625 64
1948.....	83,870,834 47	16,366,400 70	5,322 60		9,560,776 12	109,803,333 89	34,947,020 32		447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08		12,113,317 56	131,627,250 33	49,826,752 16		529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42		14,391,257 71	138,935,737 27	85,006,136 24		582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50		15,630,847 06	171,945,945 56	83,082,101 75		664,580,376 79
1952.....	153,887,858 49	30,815,284 37	33,344 00		19,046,503 98	203,782,990 84	85,559,677 68		778,199,351 43
April.....	12,671,440 30	4,125,852 44	3,119 00		1,700,036 07	18,500,447 81	13,699,136 68		782,231,826 91
May.....	*12,791,404 23	2,556,897 47	4,503 00		1,777,710 90	17,130,515 60	10,337,140 82		789,011,121 39
Sub-Total.....	25,462,844 53	6,682,749 91	7,622 00		3,477,746 97	35,630,963 41	24,036,277 50		789,011,121 39
TOTAL.....	952,881,283 74	†194,000,991 04	117,162 49		100,144,894 66	1,247,144,331 93	444,997,450 64		789,011,121 39

\*Stamps \$6,161,412.17      Meter \$1,552,350.43      Bulk \$4,903,888.37      Arm. Serv. \$141,662.94      Sp. Force \$21,133.04      Reg. Force \$10,957.28      Total \$12,791,404.23.

†Government refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,828,863.85.



# F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	209.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.  
† Commodities in the cost-of-living index including rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JUNE, 1952**

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	June 1, 1951	May 1, 1952	June 2, 1952						
St. John's, Nfld.....	100.0	103.1	102.7	102.2	105.3	107.6	103.5	101.8	100.2
Halifax.....	171.5	177.4	179.2	236.8	127.6	152.5	223.6	189.7	138.4
Saint John.....	179.3	184.2	185.6	235.6	127.7	146.6	230.5	188.9	151.4
Montreal.....	190.4	191.0	192.5	252.8	150.8	141.0	196.3	203.0	141.5
Toronto.....	179.9	182.9	184.4	227.5	154.4	176.0	208.9	191.3	147.0
Winnipeg.....	177.4	180.5	180.6	239.8	134.0	131.1	208.3	198.1	139.8
Saskatoon.....	180.3	181.0	180.9	233.0	132.3	151.7	217.7	203.2	134.0
Edmonton.....	176.4	177.8	177.5	237.0	125.0	121.8	218.4	190.2	139.9
Vancouver.....	185.3	190.6	190.6	244.2	135.4	176.9	222.2	194.2	152.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's index on the base, June 1951=100.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

* Commodities	Per	Dec. 1941	Dec. 1945	June 1949	June 1950	June 1951	May 1952	June 1952	Price June 1952
Beef, sirloin steak.....	lb.	120.7	154.8	259.1	303.4	362.1	332.6	331.1	91.6
Beef, round steak.....	lb.	125.7	167.9	289.5	337.2	402.1	372.8	371.4	87.2
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	290.9	333.1	398.5	369.4	366.8	83.7
Beef, blade roast, blade removed.....	lb.	132.7	162.3	311.9	362.6	459.2	414.1	404.1	64.4
Beef, stewing, boneless.....	lb.	136.7	168.3	347.0	404.3	525.4	487.3	476.2	64.4
Veal, front roll, boneless.....	lb.	139.3	174.0	314.2	345.8	453.8	424.5	416.0	68.7
Lamb, leg roast.....	lb.	109.9	152.8	260.9	302.2	324.6	321.8	325.3	93.1
Pork, fresh loin, centre-cut.....	lb.	125.3	143.8	235.1	238.1	260.7	218.4	227.7	61.0
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	266.2	267.3	317.9	256.4	263.8	49.6
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.5	231.4	221.4	216.8	182.7	177.2	64.9
Lard, pure, package.....	lb.	151.3	159.6	189.5	189.2	280.1	149.0	139.8	15.2
Shortening, package.....	lb.	134.7	137.5	226.4	218.8	276.3	216.9	212.0	30.2
Eggs, grade "A" large, carton.....	doz.	156.4	181.3	177.6	160.8	231.3	160.3	160.6	50.2
Milk.....	qt.	111.0	95.4	164.2	166.1	178.9	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	227.1	212.1	249.9	236.7	231.5	63.2
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	227.5	222.2	246.1	262.5	261.8	34.7
Bread, plain, white, wrapped.....	lb.	106.5	106.3	165.1	165.1	183.9	191.8	191.8	12.5
Flour, all purpose.....	lb.	127.3	124.2	221.2	221.2	227.2	227.2	227.2	7.7
Rolled Oats, package.....	lb.	112.0	114.0	155.2	170.5	200.7	196.2	193.2	12.7
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	163.0	182.5	194.3	194.3	17.9
Tomatoes, canned, 2 $\frac{1}{2}$ lbs.....	tin	129.9	137.7	194.3	172.5	229.7	294.8	297.7	31.4
Peas, 20 oz.....	tin	117.5	121.7	145.8	144.9	157.9	168.8	168.8	21.2
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	185.8	170.5	177.5	193.8	193.8	20.9
Beans, dry.....	lb.	129.4	133.3	262.7	238.9	305.4	297.3	297.3	14.7
Onions, cooking.....	lb.	108.2	126.5	179.6	177.5	171.9	300.3	294.5	15.2
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	161.4	160.5	134.3	347.7	408.7	93.1
Prunes, bulk or in bag.....	lb.	115.8	120.2	186.0	204.3	248.5	239.9	238.1	27.5
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	127.2	132.6	163.9	173.9	173.2	25.8
Oranges, California.....	doz.	132.5	154.3	153.7	159.7	150.0	142.4	132.5	36.3
Lemons.....	$\frac{1}{2}$ doz.	111.3	148.6	140.0	164.8	174.7	178.4	178.4	28.4
Jam, strawberry, 16 oz.....	jar	111.3	115.1	147.3	148.5	166.0	166.0	165.4	27.8
Peaches, 15 oz.....	tin	101.5	106.1	142.1	140.1	152.7	154.0	154.0	22.9
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	142.1	141.4	154.7	159.9	159.9	21.3
Corn Syrup, 2 lb.....	tin	138.0	157.7	179.3	178.1	201.4	210.6	210.6	35.8
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	164.8	194.9	190.2	183.8	11.5
Sugar, yellow, in branded package.....	lb.	131.3	134.9	155.6	171.4	204.3	205.8	201.1	12.7
Coffee, medium quality, in bag.....	lb.	141.6	131.7	188.8	271.2	312.4	313.8	310.3	106.2
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	176.5	180.6	185.1	187.2	187.2	54.6

\* Description and Units of Sale Apply to June 1952 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulder, hock- off, per lb.	Bacon, side, fancy, sliced, rind off, per lb.
<b>Newfoundland—</b>	cts.	cts.	cts. <sup>b</sup>	cts. <sup>a</sup>	cts. <sup>a</sup>	cts.	cts.	cts.	cts.	cts. <sup>e</sup>
1—St. John's.....	110.0	.....	88.8	65.7	.....	.....	.....	75.4	70.6	66.8
<b>P.E.I.—</b>			<sup>a</sup>	<sup>a</sup>	<sup>a</sup>					
2—Charlottetown.....	96.2	85.6	79.8	67.2	60.8	.....	.....	58.4	49.5	.....
<b>Nova Scotia—</b>			<sup>a</sup>	<sup>a</sup>					<sup>c</sup>	
3—Halifax.....	96.3	89.4	75.1	66.9	68.3	63.5	.....	61.5	49.3	67.6
4—Sydney.....	100.0	89.5	79.0	70.8	66.5	.....	85.0	60.5	52.2	65.5
<b>New Brunswick—</b>			<sup>a</sup>	<sup>a</sup>	<sup>a</sup>					
5—Moncton.....	93.1	88.5	85.8	63.9	61.6	.....	.....	60.1	49.4	64.4
6—Saint John.....	95.8	89.5	82.0	66.6	67.8	62.0	.....	62.8	51.5	70.5
<b>Quebec—</b>										
7—Chicoutimi.....	116.2	112.4	.....	70.8	66.0	.....	112.5	58.5	54.6	69.5
8—Montreal.....	105.5	101.4	92.8	66.8	63.4	50.6	95.2	59.5	49.1	57.6
9—Quebec.....	103.0	100.2	84.4	61.8	61.8	54.1	94.6	50.5	41.8	58.0
10—Sherbrooke.....	103.0	101.2	89.2	68.0	65.8	67.5	.....	58.0	48.8	62.4
11—Sorel.....	107.9	102.9	91.0	67.1	60.3	.....	.....	56.6	47.1	60.8
12—Three Rivers.....	109.6	97.9	83.8	61.8	55.6	.....	.....	55.6	45.9	60.4
<b>Ontario—</b>										
13—Cornwall.....	86.3	84.6	85.3	60.9	67.3	.....	.....	56.9	45.8	59.0
14—Fort William.....	86.4	85.4	79.7	66.6	67.0	.....	.....	63.8	.....	66.1
15—Hamilton.....	90.2	87.9	85.8	63.5	63.7	71.2	94.9	62.7	45.3	62.3
16—London.....	89.6	87.2	83.7	62.8	63.6	.....	95.4	61.1	45.7	62.5
17—North Bay.....	83.7	82.8	78.6	63.3	61.9	.....	.....	58.9	47.5	66.5
18—Ottawa.....	88.1	87.2	84.5	64.0	63.0	.....	93.6	61.4	45.7	56.5
19—Sault Ste. Marie.....	86.7	85.4	83.5	63.4	68.8	.....	.....	63.2	49.1	65.8
20—Sudbury.....	83.4	82.7	73.8	62.6	64.2	.....	.....	60.2	54.9	58.4
21—Timmins.....	88.0	87.1	81.9	63.0	67.1	81.3	87.7	59.4	48.7	65.2
22—Toronto.....	89.6	85.5	87.0	65.5	62.6	63.5	93.2	63.1	45.4	61.7
23—Windsor.....	84.4	81.8	80.7	60.0	65.9	65.7	88.6	61.5	46.7	64.0
<b>Manitoba—</b>										
24—Brandon.....	87.5	79.2	90.0	.....	62.2	.....	.....	56.3	50.3	71.6
25—Winnipeg.....	91.4	85.3	86.0	66.6	65.1	72.5	86.5	59.9	57.4	69.2
<b>Saskatchewan—</b>				<sup>a</sup>		<sup>a</sup>				
26—Moose Jaw.....	87.5	82.3	83.1	68.0	67.9	78.0	.....	61.3	50.0	74.1
27—Regina.....	90.2	86.8	86.5	67.8	70.5	86.3	94.2	65.2	54.4	78.8
28—Saskatoon.....	76.3	74.0	74.1	58.0	59.0	68.0	85.0	54.8	49.2	68.1
<b>Alberta—</b>									<sup>d</sup>	
29—Calgary.....	87.6	83.0	88.8	72.0	65.6	85.5	85.6	54.8	51.7	72.6
30—Drumheller.....	84.0	82.0	82.5	63.4	62.6	.....	.....	60.0	50.5	79.6
31—Edmonton.....	78.1	75.6	79.5	56.8	61.2	78.8	78.8	52.9	46.6	73.1
<b>British Columbia—</b>									<sup>d</sup>	
32—Prince Rupert.....	97.5	92.0	96.5	.....	64.0	.....	100.0	65.0	64.0	86.0
33—Trail.....	96.8	92.2	94.5	69.8	73.4	.....	99.5	66.8	60.0	80.5
34—Vancouver.....	99.2	88.4	91.3	71.0	69.9	87.3	87.0	67.1	55.4	76.8
35—Victoria.....	98.9	91.8	94.0	71.1	71.7	83.3	94.9	65.7	52.0	78.3



# FOODS AND COAL BY CITIES, JUNE, 1952

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4-lb. package	Bread, plain, white, sliced, wrapped, per lb.	Flour, all purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	.....	34.6	65.9	32.0	75.9	35.3	12.0	8.6	15.6	19.7
<b>P.E.I.—</b>			g							
2—Charlottetown.....	16.8	31.6	47.7	17.0	66.0	36.6	13.6	8.2	12.1	19.1
<b>Nova Scotia—</b>			g							
3—Halifax.....	16.9	29.8	52.2	20.5	67.1	35.7	12.8	8.2	13.9	18.7
4—Sydney.....	14.8	30.2	55.7	22.0	67.9	37.1	14.0	8.5	13.7	19.2
<b>New Brunswick—</b>			g							
5—Moncton.....	15.9	30.9	50.3	20.0	66.2	35.6	12.0	8.2	13.4	18.4
6—Saint John.....	17.5	30.7	55.4	21.0	67.4	36.4	12.7	8.2	13.5	18.6
<b>Quebec—</b>										
7—Chicoutimi.....	17.2	33.2	59.5	20.0	60.9	37.0	15.2	8.3	.....	18.8
8—Montreal.....	15.5	30.3	51.1	20.0	60.4	34.8	12.0	7.5	12.8	17.4
9—Quebec.....	14.8	30.6	50.5	20.0	61.0	35.2	12.0	7.3	13.0	18.0
10—Sherbrooke.....	21.0	30.2	54.2	20.0	60.5	34.9	12.4	7.9	12.9	18.2
11—Sorel.....	15.4	30.8	49.5	19.0	61.1	33.3	12.0	7.6	13.5	17.6
12—Three Rivers.....	15.0	28.7	51.4	19.0	60.3	34.2	11.3	7.4	13.6	17.4
<b>Ontario—</b>			g							
13—Cornwall.....	14.5	29.4	50.3	19.0	62.3	34.3	12.0	7.3	13.1	18.0
14—Fort William.....	14.0	29.6	50.2	23.0	61.3	36.0	13.3	7.0	12.1	18.8
15—Hamilton.....	15.6	30.0	48.4	22.0	63.0	34.1	12.0	7.8	12.7	17.3
16—London.....	16.8	29.2	45.8	21.0	62.8	33.9	12.0	7.8	12.6	17.4
17—North Bay.....	17.4	31.4	52.2	22.0	63.5	34.6	12.7	7.8	14.1	19.0
18—Ottawa.....	15.5	29.7	51.5	21.8	61.8	34.6	12.0	7.6	12.4	17.5
19—Sault Ste. Marie.....	17.7	30.3	53.3	23.0	64.4	34.8	13.3	7.8	13.3	18.6
20—Sudbury.....	15.5	29.8	50.6	23.0	63.2	34.1	12.7	8.0	13.3	18.3
21—Timmins.....	15.9	28.7	50.7	25.0	62.9	34.3	12.0	7.8	12.7	18.5
22—Toronto.....	16.3	29.2	49.2	22.0	62.7	33.3	12.0	7.6	12.1	17.4
23—Windsor.....	15.7	30.3	47.4	22.0	63.5	34.0	12.0	8.1	13.2	17.5
<b>Manitoba—</b>										
24—Brandon.....	13.9	30.9	47.0	19.0	60.4	34.9	12.4	7.4	12.6	18.8
25—Winnipeg.....	14.2	29.8	47.9	20.0	61.0	35.2	14.0	7.1	11.8	17.8
<b>Saskatchewan—</b>			g							
26—Moose Jaw.....	13.9	30.4	43.2	19.7	60.7	34.2	12.8	7.1	12.4	17.8
27—Regina.....	12.2	31.8	45.9	19.0	60.2	35.9	12.8	7.1	12.5	18.8
28—Saskatoon.....	11.1	30.6	45.7	20.0	61.0	34.6	12.0	7.0	11.9	17.4
<b>Alberta—</b>										
29—Calgary.....	12.5	31.7	48.9	21.0	62.3	33.9	12.8	7.2	12.1	18.1
30—Drumheller.....	14.0	34.5	48.0	22.0	62.8	35.8	12.8	7.6	13.2	18.1
31—Edmonton.....	13.3	30.9	45.1	20.0	63.8	34.9	12.0	7.1	12.2	17.7
<b>British Columbia—</b>										
32—Prince Rupert.....	15.3	31.4	52.9	29.0	65.7	35.9	15.0	8.1	12.7	18.8
33—Trail.....	16.2	36.4	55.0	25.0	64.3	36.9	16.0	7.5	12.4	18.1
34—Vancouver.....	14.3	30.1	50.3	21.8	65.0	35.0	14.9	7.2	11.8	17.4
35—Victoria.....	16.0	29.9	54.1	24.0	64.9	35.5	14.9	7.5	11.9	17.9

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's, per 4 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.), per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	34.6	22.7	24.1	13.9	13.4	89.7	26.4	i 26.2	44.1	.....	61.6
<b>P.E.I.—</b>							k 25.7	n 28.1	43.5	34.0	56.2
2—Charlottetown.....	28.3	22.0	22.6	14.5	13.8	79.8					
<b>Nova Scotia—</b>							k 26.9	n 26.1	36.9	28.1	54.0
3—Halifax.....	32.9	22.5	21.8	15.9	14.3	113.0	k 28.8	k 27.4	38.7	32.0	55.7
4—Sydney.....	33.7	22.5	23.4	14.1	16.1	89.8					
<b>New Brunswick—</b>							k 25.7	k 28.7	38.1	30.3	53.5
5—Moncton.....	30.3	21.9	21.3	14.6	15.7	84.6			39.6	31.3	54.4
6—Saint John.....	32.5	21.4	20.5	15.2	15.3	95.5					
<b>Quebec—</b>											
7—Chicoutimi.....	31.8	22.7	21.2	.....	18.8	99.0			42.0	28.6	60.8
8—Montreal.....	29.0	19.2	20.3	14.5	15.6	93.2	k 28.8	k 24.6	34.2	25.1	51.1
9—Quebec.....	31.3	20.8	18.8	13.7	15.3	90.8	n 27.3	n 26.2	33.9	27.8	54.7
10—Sherbrooke.....	30.4	21.8	21.1	14.2	15.8	103.5	n 28.9	n 26.4	38.7	26.9	54.8
11—Sorel.....	29.8	19.4	19.2	13.3	16.1	91.1	26.9	24.5	39.3	28.7	49.5
12—Three Rivers.....	29.6	20.8	19.2	13.2	14.0	95.2	27.8	24.9	34.2	28.2	52.8
<b>Ontario—</b>							k 28.8	n 24.3	31.8	28.0	51.4
13—Cornwall.....	30.2	20.8	19.8	12.5	14.4	97.5	k 26.7	n 24.7	39.0	29.8	54.3
14—Fort William.....	31.7	21.0	18.9	15.1	15.9	84.8	k 28.4	n 25.4	36.9	29.6	48.7
15—Hamilton.....	31.4	19.9	19.2	16.1	15.1	105.6	k 27.9	n 24.3	33.9	28.1	48.8
16—London.....	30.4	20.7	20.1	14.6	16.0	101.2	k 25.8	n 26.5	36.3	27.7	53.4
17—North Bay.....	35.5	22.6	21.7	12.7	14.0	101.5	k 27.1	n 26.6	37.2	27.1	49.2
18—Ottawa.....	32.4	21.1	19.5	13.8	14.6	91.9	i 30.3	k 24.9	33.3	30.2	52.3
19—Sault Ste. Marie.....	32.2	21.4	20.3	13.9	15.4	102.8	k 27.2	n 25.9	34.8	30.0	50.4
20—Sudbury.....	33.2	21.3	19.7	13.3	16.5	104.5	k 27.1	n 24.6	38.1	33.2	54.7
21—Timmins.....	33.2	21.4	20.0	14.2	15.3	108.0	k 27.1	n 24.5	33.0	26.4	48.3
22—Toronto.....	29.8	19.4	18.7	15.9	13.9	105.1	i 29.6	n 24.1	34.2	29.2	51.7
23—Windsor.....	27.0	20.7	18.7	14.5	14.0	99.8					
<b>Manitoba—</b>							k 28.3	n 29.0	42.3	27.8	t 67.0
24—Brandon.....	33.1	23.6	22.0	15.8	17.6	71.8	k 27.8	k 26.8	39.3	p 25.5	t 67.4
25—Winnipeg.....	31.9	22.0	21.0	15.2	15.7	84.1					
<b>Saskatchewan—</b>							k 26.3	k 27.9	37.2	30.5	t 71.0
26—Moose Jaw.....	33.8	22.2	22.6	14.0	16.8	79.6	k 24.8	k 29.2	36.9	31.5	t 72.3
27—Regina.....	34.5	21.5	23.6	15.8	17.2	68.1	k 28.1	k 27.9	41.7	34.2	t 70.0
28—Saskatoon.....	31.6	22.4	23.5	15.7	18.2	53.7					
<b>Alberta—</b>							k 27.7	n 26.9	36.3	31.2	t 69.3
29—Calgary.....	32.9	21.2	23.4	15.5	17.4	80.2	k 25.9	k 26.9	36.9	30.4	t 74.7
30—Drumheller.....	36.3	20.3	23.8	15.4	16.9	82.0	k 27.4	k 26.0	37.8	26.8	t 69.6
31—Edmonton.....	34.6	21.0	24.0	14.9	17.2	65.9					
<b>British Columbia—</b>							n 26.8	n 25.6	43.8	27.7	t 70.0
32—Prince Rupert.....	33.7	m 20.5	m 21.2	16.7	14.7	98.8	k 26.7	n 26.7	38.1	35.7	t 70.7
33—Trail.....	34.4	22.5	23.5	17.3	17.8	83.3	k 24.3	n 23.4	35.7	p 21.2	t 63.3
34—Vancouver.....	31.4	19.9	19.2	15.4	13.8	96.8					
35—Victoria.....	31.0	19.2	19.5	16.1	14.3	96.7	26.7	24.4	32.7	p 21.6	t 66.0

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short rib roast prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

**FOODS AND COAL BY CITIES, JUNE, 1952**  
Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthractive, per ton	Bituminous, per ton
	cts. s	cts.	cts.	cts.	cts.	cts. v	cts. w	cts.	cts.
<b>Newfoundland—</b>									
1—St. John's.....	49-3	49-6	42-8	11-8	.....	116-5	59-7	.....	23.04
<b>P.E.I.—</b>									
2—Charlottetown.....	23-4	45-4	39-0	11-8	11-8	119-0	51-6	.....	17.00
<b>Nova Scotia—</b>									
3—Halifax.....	23-6	46-2	37-6	10-5	12-4	113-8	51-6	.....	19.00
4—Sydney.....	23-4	49-5	38-5	11-6	12-6	117-7	51-3	.....	13.35
<b>New Brunswick—</b>									
5—Moncton.....	22-9	41-7	37-6	11-1	12-5	110-9	51-2	.....	18.50
6—Saint John.....	22-3	45-4	37-7	10-9	11-8	114-0	52-6	.....	19.69
<b>Quebec—</b>									
7—Chicoutimi.....	.....	53-3	37-7	12-1	12-4	118-4	59-4	26.48	.....
8—Montreal.....	22-7	42-8	34-3	10-4	11-8	108-3	56-2	27.17	.....
9—Quebec.....	21-9	47-8	35-3	10-6	11-2	111-4	57-2	26.25	.....
10—Sherbrooke.....	23-4	42-0	35-2	10-9	11-8	111-2	58-3	26.00	.....
11—Sorel.....	21-2	44-7	34-4	10-4	10-9	109-8	55-0	25.25	.....
12—Three Rivers.....	24-7	44-4	35-4	11-1	11-2	110-1	56-2	25.50	.....
<b>Ontario—</b>									
13—Cornwall.....	22-0	41-0	34-3	10-9	11-9	110-6	55-6	27.00	.....
14—Fort William.....	21-5	42-3	38-4	12-3	13-3	103-9	53-7	25.82	.....
15—Hamilton.....	22-0	37-1	33-7	10-9	13-0	105-5	55-8	25.00	.....
16—London.....	22-3	41-2	34-0	11-2	12-5	104-5	55-6	25.00	.....
17—North Bay.....	23-5	43-0	36-5	12-4	13-8	118-2	56-0	27.00	.....
18—Ottawa.....	21-7	41-8	32-1	10-8	12-2	105-7	55-4	26.50	.....
19—Sault Ste. Marie.....	23-0	38-3	37-0	11-9	12-6	102-8	57-0	25.50	.....
20—Sudbury.....	22-3	38-3	36-4	11-6	12-7	104-4	55-1	26.25	.....
21—Timmins.....	22-9	42-8	35-1	12-0	13-1	104-8	55-1	28.50	.....
22—Toronto.....	21-3	41-6	32-9	10-5	12-4	102-6	54-4	24.25	.....
23—Windsor.....	21-8	42-1	33-9	11-7	12-8	103-0	55-0	25.00	.....
<b>Manitoba—</b>									
24—Brandon.....	26-2	47-4	38-1	14-2	14-8	107-0	53-7	.....	18.50
25—Winnipeg.....	23-6	46-4	36-9	13-4	14-9	99-8	52-8	.....	20.15
<b>Saskatchewan—</b>									
26—Moose Jaw.....	25-2	45-0	38-4	13-6	15-1	100-8	53-0	.....	17.25
27—Regina.....	24-9	46-8	39-8	13-4	15-1	103-4	53-6	.....	18.10
28—Saskatoon.....	24-2	48-7	37-2	14-3	15-3	98-7	51-3	.....	16.50
<b>Alberta—</b>									
29—Calgary.....	25-6	42-5	38-3	12-8	14-1	100-3	53-3	.....	15.00
30—Drumheller.....	26-4	45-0	41-0	13-2	15-1	103-4	53-7	.....	.....
31—Edmonton.....	24-9	44-4	37-7	12-9	14-4	105-6	53-0	.....	8.30
<b>British Columbia—</b>									
32—Prince Rupert.....	24-7	41-6	38-2	12-2	14-2	101-6	54-4	.....	22.90
33—Trail.....	26-4	44-2	37-1	13-0	14-8	98-8	53-9	.....	19.25
34—Vancouver.....	23-9	37-1	34-9	10-8	12-6	96-7	52-6	.....	20.41
35—Victoria.....	23-3	38-7	35-6	11-2	12-7	101-7	52-8	.....	20.82

(g) Mixed—carton and loose. (h) Evaporated milk 18-0c per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (p) 360 s. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.  
\*Beginning June, 1952, quotations are for sliced bread.



TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)  
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities					105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949	1938	1935	June, 1914	June-Aug. 1939	1938	1936-39 = 1000 1949 = 1000	1st Quarter 1949 = 1000
1922.....	(a) 120.4	(b) 119.7	.....	(b) 1183	(l) 185	.....	.....	.....	(c) 164	.....	110.1	(d) 106.3	.....
1926.....	121.8	126.4	.....	(i) 172	176	.....	.....	.....	162	125	106.3	(f) 1150	.....
1929.....	121.7	122.5	.....	(i) 164	151	.....	.....	.....	118	99	93.2	.....	.....
1933.....	94.4	92.4	.....	(i) 158	178	(q) 108	.....	(k) 107.5	131	(m) 103	99.9	1029	748
1939.....	101.5	99.4	100.0	(i) 158	205	.....	.....	122.5	138	113	103.4	1051	782
1940.....	105.6	100.2	100.7	(i) 184	206	129	.....	141.7	151	113	108.2	1111	810
1941.....	111.7	105.2	104.4	(i) 199	226	150	.....	158.2	174	138	128.8	1270	872
1944.....	118.9	111.7	109.1	(i) 201	295	285	.....	160.3	207	279	132.2	1270	884
1945.....	119.5	(n) 128.6	123.5	(i) 203	295	393	.....	157.5	209	293	134.1	1278	891
1946.....	123.6	(n) 139.5	266.7	(i) 203	291	645	.....	162.3	208	287	139.7	1309	919
1947.....	135.5	(n) 159.6	300.3	(i) 203	.....	1030	4575	172.4	217	279	147.8	1392	992
1948.....	155.0	(n) 171.9	318.9	(i) 208	(p) 99	1632	4847	175.9	224	281	153.2	1528	1009
1949.....	160.8	(n) 170.2	336.0	(i) 111	(p) 100	1818	4915	177.7	(e) 159.1	278	159.3	1569	1066
1950.....	166.5	(n) 171.9	356.2	(i) 114	(p) 101	4849	5320	207.5	(e) 166.7	293	171.0	1906	1183
1951.....	184.5	185.6	.....	(i) 124	(p) 109	(s) 130.1	5394	208.8	166.4	318	171.6	2067	1169
1951—June.....	184.1	185.2	397.7	(i) 129	.....	129.2	5392	209.5	167.3	318	172.2	.....	.....
1951—July.....	187.6	185.5	417.0	(i) 126	111	130.0	5392	210.6	168.3	319	172.1	2191	1207
1951—August.....	188.9	185.5	412.2	(i) 127	.....	131.2	5373	213.3	168.8	321	172.2	.....	.....
1951—September.....	189.8	186.6	412.6	(i) 128	.....	133.0	5371	215.5	169.9	322	172.3	.....	.....
1951—October.....	190.4	187.4	423.3	(i) 129	.....	135.7	5386	216.6	170.8	327	173.4	2303	1237
1951—November.....	191.2	188.6	428.2	(i) 129	113	140.4	5419	217.3	171.0	328	179.5	.....	.....
1951—December.....	191.1	189.1	.....	(i) 130	.....	142.9	5416	217.7	170.5	331	181.6	.....	.....
1952—January.....	191.5	189.1	.....	(i) 132	114	145.9	5399	217.7	170.8	329	181.9	.....	.....
1952—February.....	190.8	187.9	.....	(o) 100.1	.....	148.5	5459	218.5	170.8	325	182.1	2366	1253
1952—March.....	189.1	188.0	.....	100.6	.....	146.6	5470	220.3	170.1	325	182.9	.....	.....
1952—April.....	188.7	188.7	.....	102.2	.....	144.5	.....	.....	.....	.....	183.5	.....	.....
1952—May.....	186.7	189.0	.....	.....	.....	143.1	.....	.....	.....	.....	.....	.....	.....
1952—June.....	187.3	189.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939=100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914=100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1933-1950 are on base 1933=100. (s) New series on base 1949=100.

**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	May 1951	Apr. 1952	May 1952
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	241.9	226.9	224.8
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	202.0	218.6	219.9	214.0	212.4
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	267.7	269.1	248.4	242.1
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	246.7	265.9	317.9	233.9	251.8
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	238.3	205.5	204.3	237.1	286.2
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	183.6	208.7	206.4	218.7	218.3
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	159.5	180.6	176.3	176.0	173.1
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	164.8	169.8	168.8	174.4	174.4
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	157.8	187.3	188.0	181.8	180.8
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	212.8	237.9	239.3	221.3	220.2
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	244.3	230.7	228.1
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.9	294.0	286.2	286.9
Residential Building Materials.....			112.4	89.0	102.3	242.7	286.2	289.5	285.2	284.4
Canadian Farm Products Total.....			140.8	69.3	92.6	236.7	265.1	265.3	245.4	244.3
Field.....			137.2	69.3	83.7	191.9	193.4	194.6	217.1	223.2
Animal.....			144.4	69.2	101.5	281.4	336.9	336.1	273.7	265.4

† Gold is included from 1935 to date.  
 \* Arithmetically converted from base 1926=100.  
 The indexes for 1952 are subject to revision.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1952*</b>						
January.....	15‡	15	5,749‡	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
May.....	28	42	14,434	22,973	247,733	0.27
June.....	27	40	44,704	59,364	708,382	0.77
Cumulative totals.....	119		88,522		1,323,045	0.24
<b>1951</b>						
January.....	18‡	18	6,255‡	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
May.....	32	40	7,250	8,038	35,167	0.04
June.....	41	53	15,289	15,937	128,510	0.14
Cumulative totals.....	147		41,800		227,927	0.04

\* Preliminary figures.

‡ Strikes untermminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1952 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1952				
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Rayon factory workers, Louisville, P.Q.	1	552	12,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; untermiated.
Clothing factory workers, Sherbrooke, P.Q.	1	255	4,500	Commenced March 13; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with the same take-home pay and guaranteed 36-hour week following reference to arbitration board; untermiated.
Cotton factory workers, Montreal and Valleyfield, P.Q.	6	5,574	100,000	Commenced April 2; for a new agreement providing for increased wages following reference to arbitration board; untermiated.
<i>Metal Products—</i> Electrical apparatus factory workers, Brantford, Ont.	1	165	1,100	Commenced April 7; for implementation of majority report of conciliation board for increased wages in new agreement under negotiations; terminated June 10; negotiations; in favour of workers.
Motor vehicle factory office workers, Windsor, Ont.	1	( <sup>3</sup> ) 1,400	2,800	Commenced May 19; for a new agreement providing for increased wages, automatic wage increases within job classifications and Rand formula for union dues; terminated June 2; conciliation; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Vitreous tile factory workers, Kingston, Ont.	1	160	3,000	Commenced March 20; for a new agreement providing for increased wages, union shop, pension and hospital plans following reference to conciliation board; untermiated
<i>Miscellaneous Products—</i> Bedding factory workers, Montreal, P.Q.	1	380	7,000	Commenced June 20; for a union agreement providing for increased wages, check-off, payment for seven statutory holidays, etc., following reference to arbitration board; untermiated.
Stamp and stencil factory workers, Hamilton, Ont.	1	12	252	Commenced May 30; alleged discrimination in lay-off of workers; untermiated.
CONSTRUCTION— <i>Buildings and Structures—</i> Building trades workers, Halifax, N.S.	.....	5,000	100,000	Commenced May 26; for new agreements providing for increased wages following reference to conciliation board; terminated June 30; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway Transport—</i> Bus line office workers, Montreal, P.Q.	1	82	400	Commenced April 2; alleged discrimination in dismissal of nine workers; employment conditions no longer affected by the end of June; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1952 <sup>(1)</sup>—Continued**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1952—Concluded				
TRADE— Department store clerks, Montreal, P.Q.	1	1,035	20,000	Commenced May 2; for a union agreement providing for increased wages and time-and-one-half for overtime following reference to arbitration board; untermi-nated.
Machinery supply mechanics, electricians and helpers, Ottawa, Ont.	1	(4) 34	185	Commenced May 28; for a union agreement providing for increased wages, time-and-one-half for over-time and escalator wage clause following reference to conciliation board; terminated June 7; return of workers; in favour of employer.
SERVICE— Business and Personal— Waitresses, Timmins, Ont.	1	11	200	Commenced May 23; for a union agreement providing for increased wages; untermi-nated.
Strikes and Lockouts Commencing During June, 1952				
LOGGING— Loggers, lumber and wood products factory workers, British Columbia coastal regions.	.....	33,500	365,000	Commenced June 16; for new agree-ments providing for increased wages, pay for nine statutory holidays, union shop, pension and welfare plans and pay for travelling time following reference to con-ciliation board; untermi-nated.
MINING— Coal miners, Luscar, Alta.	1	290	870	Commenced June 2; against dis-missal of a worker for cause; terminated June 4; return of workers; in favour of employer.
Coal miners, maintenance men, New Waterford, N.S.	1	(5) 68	125	Commenced June 6; for alternation weekly of day and night shifts; terminated June 9; return of workers pending reference to umpire; indefinite.
Iron ore miners, Steep Rock Lake, Ont.	2	600	1,200	Commenced June 16; protesting increase in fares to mine by local bus company; terminated June 17; return of workers; indefinite.
Nickel and copper miners, Levack, Creighton and Garson, Ont.	3	3,000	3,500	Commenced June 19; alleged delay in negotiations for a new agreement; terminated June 23; return of workers; in favour of employer.
Asbestos miners and mill- workers, Coleraine, P.Q.	1	60	240	Commenced June 21; for a union agreement; terminated June 26; negotiations; in favour of workers.
MANUFACTURING— Rubber and Its Products— Rubber factory workers, Hamilton, Ont.	1	1,350	26,000	Commenced June 3; for a new agree-ment providing for increased wages and pension plan following reference to conciliation board; untermi-nated
Rubber factory office workers, Bowmanville, Ont.	1	(6) 65	1,100	Commenced June 5; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; untermi-nated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1952 (1)—Continued**

Industry, Occupation, and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During June, 1952—Continued				
MANUFACTURING—Concluded				
Textiles, Clothing, etc.—		(7)		
Weavers, St. Hyacinthe, P.Q.	1	12	100	Commenced June 16; protesting increase in number of machines to be tended; un-terminated.
Textile printers, Verdun, P.Q.	1	45	300	Commenced June 19; protesting dismissal of two workers; un-terminated.
Miscellaneous Wood Products—				
Wood products factory workers, Goderich, Ont.	1	39	875	Commenced June 2; for a new agreement providing for increased wages and pay for two additional statutory holidays following reference to arbitration board; un-terminated.
Metal Products—				
Metal factory workers, Elora, Ont.	1	116	2,175	Commenced June 4; for a new agreement providing for increased wages, seniority, union shop, pay for additional statutory holidays and extension of vacation plan; un-terminated.
Steel mill coke oven workers, Sault Ste. Marie, Ont.	1	160	140	Commenced June 12; alleged delay in implementing job evaluation plan; terminated June 13; return of workers pending further negotiations; indefinite.
Forged tool factory workers, St. Catharines, Ont.	1	78	1,000	Commenced June 12; for a new agreement providing for increased wages and other changes following reference to conciliation board; un-terminated.
Machinery factory workers, Orillia, Ont.	1	280	3,400	Commenced June 12; for a union agreement providing for increased wages and incorporation of cost-of-living bonus in basic wages; un-terminated.
Aluminum and magnesium alloy casting factory workers, Renfrew, Ont.	1	130	1,400	Commenced June 16; for a union agreement providing for increased wages following reference to conciliation board; un-terminated.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Moose Jaw and Regina, Sask.	.....	(9)500	10,000	Commenced June 2; for new agreements providing for increased wages pending reference to conciliation board; un-terminated.
Carpenters, painters and decorators, labourers, British Columbia.	.....	(10)3,000	35,000	Commenced June 6; for new agreements providing for increased wages following reference to conciliation board; un-terminated.
Plumbers, steamfitters and helpers, St. Catharines, Ont.	.....	61	240	Commenced June 17; for a new agreement providing for increased wages retroactive to Sept. 6-51 following reference to conciliation board; terminated June 20; negotiations; in favour of workers.
Labourers, Sarnia, Ont.	.....	(11)650	1,300	Commenced June 18; for increased wages, time-and-one-half for Saturday and double time for Sunday; terminated June 19; return of workers pending further negotiations; indefinite.



TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1952 <sup>(1)</sup>—Concluded

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During June, 1952—Concluded				
CONSTRUCTION—Concluded Construction equipment operators, Sault Ste. Marie, Ont.	4	30	120	Commenced June 25; for a union agreement providing for increased wages; untermiated.
Miscellaneous— Subway electricians, Toronto, Ont.	1	42	250	Commenced June 13; against working with electricians of another affilia- tion; terminated June 20; negoti- ations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Truck drivers and warehousemen, Hamilton, Ont.	1	60	50	Commenced June 20; for a new agreement providing for increased wages following reference to con- ciliation; terminated June 20; negotiations; compromise.
Water Transport— Stevedores, Sorel, P.Q.	6	265	660	Commenced June 21; for time-and- one-half after 10 hours and for Saturday afternoon and double time on Sunday; terminated June 24; negotiations; in favour of workers.
Electricity and Gas— Rural electrification labourers, Grand River, St. Peters Area, N.S.	1	68	400	Commenced June 24; for increased wages; untermiated.
SERVICE— Public Administration— Civic labourers, Kingston, Ont.	1	115	500	Commenced June 16; for union recognition and agreement; termi- nated June 20; return of workers pending negotiations on terms of agreement; indefinite.
Business and Personal— Laundry and dry cleaning workers, Winnipeg, Man.	1	120	1,000	Commenced June 12; for union recognition and agreement; partial return of workers; untermiated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 10,600 indirectly affected; (4) 11 indirectly affected; (5) 382 indirectly affected; (6) 524 indirectly affected; (7) 52 indirectly affected; (8) 10 indirectly affected; (9) 500 indirectly affected; (10) 5,000 indirectly affected; (11) 2,500 indirectly affected.



# Current

## LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press. (Sept. 9)

*By Economics and Research Branch,  
Department of Labour*

**T**HE labour market continued to improve during August as a pronounced seasonal increase in construction and agricultural activity coincided with improving conditions in the basic producer and consumer goods industries. The number of persons registered for jobs with the National Employment Service dropped by nearly 19,000 during the month to an over-all total for Canada of 157,200. This was some 30,000 higher than the figure at the same date in 1951, which was the seasonal low for that year. This year more than half of the decline in applications for the month came in the last week of August, reflecting the lingering effects of the steel strike in the United States and the forestry strike in British Columbia. Although strikes in the building trades had also been settled for the most part by the end of August, new trouble spots appeared in the form of a strike by shipyard workers in Quebec and a strike threat by elevator workers in the Lakehead area.

### Employment Conditions

The generally improved employment situation during August can be attributed for the most part to the speed-up in activity in agriculture and construction. Agriculture was highlighted by the harvest presently proceeding on the Prairies, where a fairly tight labour market has developed. The heavier requirements for harvesting have radiated out through the prairie economy. The transportation industry has been hiring steadily during the month, both to replace labourers who have switched to harvest operations and also to increase staff in order to prepare for the big job of moving the heavy crop when it is harvested. Many persons not usually in the labour market are participating in the seasonal peak of activity on the prairies. In Alberta and Saskatchewan, the market was augmented at the beginning of the month by an in-flow of loggers and construction labour from the coast. With the settlement of the forestry strike and the greater part of the building trades dispute, however, most of these workers have moved back to the coast.

While employment remains fairly tight on the Prairies, the movement of farm labour from the east has eased the supply situation. The National Employment Service has dispatched more than 2,000 workers to the Prairies by rail from the eastern provinces, while many more have travelled there by other means. In addition, the arrival of a substantial number of immigrants throughout the summer has helped to relieve the farm labour shortage. Another factor has been the mechanization of farm operations which has taken place in post-war years, both on the Prairies and in other provinces. This, while easing the demand for unskilled labour, has resulted in increased requests for skilled combine men and mechanics. Harvesting of hay, fruit and other crops is also proceeding in British Columbia and the eastern provinces. As the various crops are being harvested orders for workers for canning operations are beginning to come into the National Employment Service offices.

Construction work has increased substantially in most regions during August and many employment offices report short-

ages of skilled construction labour. In the case of residential construction, total work in progress is still below last year's level largely because of the small number of housing starts during the spring but also because of disputes involving the building trades on both coasts. During the first six months of this year housing completions were down 27 per cent compared to the same period in 1951, while starts were down 8 per cent. The result was an overall decrease of 14 per cent in the number of dwellings in the process of construction at the end of June. Defence and other large construction jobs have helped to take up the slack, however, and with the settlement of most of the disputes, housing starts have increased sharply in many areas. Some regional surpluses still exist, mainly in Ontario and Quebec, but many employment offices draw attention to the fact that residual labour supplies on hand fall largely into the older age categories.

Employment in the forestry industry in British Columbia did not expand as rapidly during August as was first anticipated. The fire hazard prevented many operators from opening up logging camps after the settlement of the labour dispute. In addition, many sawmills had ample logging inventories available and were uneasy over softness in export markets. As a result, even when the forests were open to logging, by the end of the month some logging camps were operating with reduced staffs. In the eastern provinces summer logging and sawmilling were approaching an end but pulp and paper firms were preparing for the coming fall pulpwood season and construction gangs were being recruited to set up camps in preparation for the fall cut.

In the manufacturing industries there was also an encouraging expansion of employment during August. The main exceptions were some textile plants and pulp mills, which continue to operate below capacity levels. Although the steel strike in the United States caused some plants, particularly automotive, to cease operations during the first part of the month, by the middle of August most of these plants were back in operation. The continuing high level of retail sales enabled many plants to further reduce inventories and by the end of August a number of consumer goods industries were expanding staff in order to prepare for the fall and Christmas selling season. There were indications of this not only in the case of manufacturing plants but also in retail trade establishments, which up to this time had been holding back staff increases in the face of increasing sales activity.

The demands for clerical help, waitresses and domestic servants continued strong throughout August. A temporary increase in demand for the latter categories occurred towards the end of August as the result of students resigning summer positions. This situation should ease, however, with the approaching end of the tourist season.

The net effect of the demand and supply situation noted above is illustrated in the following table, which shows the total job applications at National Employment Service offices for specified dates and regions during 1951 and 1952:—

Region	Aug. 28, 1952	Aug. 21, 1952	Aug. 30, 1951
Atlantic. . . .	18,201	18,127	14,075
Quebec. . . .	46,899	48,831	34,517
Ontario. . . .	44,747	47,984	38,752
Prairie. . . .	15,927	17,950	13,550
Pacific. . . .	31,455	34,061	26,234
Total. . . .	157,229	166,953	127,128

As can be seen by this table, Quebec and British Columbia are the regions which compare most unfavourably with last year.

### Collective Bargaining

Mr. Justice R. L. Kellock of the Supreme Court of Canada has been named Chairman of a conciliation board which will endeavour to solve differences between the Canadian railways and unions representing approximately 125,000 non-operating employees. The hearings of the Board on the demand of the unions for a 45 cent-an-hour wage increase, an escalator clause and union security provisions are scheduled to begin in the latter part of September.

Settlement in the dispute between grain elevator workers at Fort William and Port Arthur, represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC), and 15 elevator companies was reached a few hours before the strike deadline, 8 a.m., September 18. Terms of the settlement are given on p. 1190A.

Settlements have not been reached in shipyards in Lauzon, Que., and Montreal, where 2,000 and 2,800 workers respectively have been on strike for the past few weeks. In both places the workers are represented by affiliates of the Canadian and Catholic Confederation of Labour.

Most of the 3,000 construction trades workers who have been on strike in the British Columbia coastal region since June 6 have now resumed work under new agreements with the contractors.



# CURRENT LABOUR STATISTICS

(Latest available statistics as of September 10, 1952)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	May 31	5,329,000	—	+ 1.4
Persons with jobs (a).....	May 31	5,222,000	—	+ 1.0
Persons without jobs and seeking work (a)...	May 31	107,000	—	+ 28.9
Registered for work, N.E.S.				
Atlantic.....	Aug. 28	18,201	— 7.1	+ 29.3
Quebec.....	Aug. 28	46,899	— 9.1	+ 35.9
Ontario.....	Aug. 28	44,747	—12.1	+ 15.5
Prairie.....	Aug. 28	15,927	—22.3	+ 17.5
Pacific.....	Aug. 28	31,455	— 5.1	+ 19.9
Total, all regions.....	Aug. 28	157,229	—10.5	+ 23.7
Ordinary claims for Unemployment Insurance benefit.....	Aug. 1	112,582 (c)	— 8.2	+ 34.2
Amount of benefit payments.....	July	\$6,294,669	— 6.4	+ 83.6
Index of employment (1939 = 100).....	July 1	184.5	+ 1.1	+ 0.5
Immigration.....	June	15,969	—19.6	+ 22.9(b)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	August	205,515	—	+319.7(b)
No. of workers involved.....	August	15,018	—	+ 47.1(b)
No. of strikes.....	August	43	—	— 15.2(b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	July 1	\$53.90	— 0.3	+ 7.4
Average hourly earnings (mfg.).....	July 1	\$1.29	— 0.6	+ 8.9
Average hours worked per week (mfg.).....	July 1	41.4	+ 0.2	— 0.7
Average weekly earnings (mfg.).....	July 1	\$53.36	— 0.4	+ 8.2
Cost-of-living index (av. 1935-39 = 100).....	Aug. 1	187.6	— 0.2	— 0.7
Real weekly earnings (mfg. Av. 1946 = 100).....	July 1	117.5	— 0.7	+ 8.1
Total labour income.....\$000,000	June	889	+ 1.5	+ 8.3
<b>Industrial Production—</b>				
Total (Av. 1935-39 = 100).....	June	218.0	— 0.4	— 0.4
Manufacturing.....	June	222.1	— 0.5	— 1.7
Durables.....	June	269.6	— 0.5	— 2.5
Non-durables.....	June	194.5	— 0.4	— 1.0
<b>Trade—</b>				
Retail.....\$000,000	June	978	— 7.1	+ 4.1
Exports.....\$000,000	July	371	— 1.0	— 0.9
Imports.....\$000,000	July	343	+ 5.7	— 7.5

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Effective August 1, 1952, claimants on temporary mass lay-offs excluded from total of claimants.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

# Notes of Current Interest

## **Married Women's Work Requirement Cut by UIC**

Married women workers now do not have to work as long after their marriage before becoming eligible for unemployment insurance benefits.

Under an amendment to the Unemployment Insurance Regulations, effective September 1, a woman married within two years of the date of her claim can obtain relief from disqualification if she can prove that she has worked for at least 60 days since her marriage. Previously, proof of at least 90 days' work was required.

## **Department is Reviewing Nation's Technical Men**

Since 1951, some 39,000 questionnaires have been circulated to architects, engineers and scientists in Canada in a continuing review of technical personnel in the country, according to the Technical Personnel Division of the Department of Labour. The Technical Personnel Division maintains records of more than 65,000 persons, including graduates of the classes of 1950, 1951 and 1952.

### **Punch Cards**

The information received from the questionnaires is reviewed by the Division and entered on punch cards by means of which information on present location, sex, place of birth, allegiance, naturalization, year of birth, marital status, number of dependents, university training, military training, details of engineering or scientific skill, membership in professional societies, employer type, remuneration, use of languages and certain production experience on various groups of technical persons can be assembled. Approximately 21,000 punch cards have been made so far.

Referring to the 4,040 persons listed under Civil Engineering (exclusive of the graduating classes 1950, 1951 and 1952), the Division notes that the largest number, 838, are between the ages of 26 and 30 while the median age is 42 years.

From the age breakdown, the Division notes, it would appear that the replace-

ment demand resulting from retirements and deaths would be about 10 per cent in the next five years, or two per cent per year.

Average total remuneration for the group is \$6,320 while the largest number, 496, earn between \$3,500 and \$3,900 annually.

### **Academic Training**

With respect to academic training, 415 are recorded as having never attended university, 196 attended university but did not receive a degree, 3,189 received a bachelor's degree, 223 received a bachelor's degree plus master's standing and 17 received a bachelor's degree plus a doctorate.

At present, construction, federal and provincial governments, manufacturing, consulting services and municipal authorities, in that order, employ the largest number of technical persons coming under the Civil Engineering heading.

## **Father of Labour Day Honoured in U.S.**

Peter J. McGuire, "Father of Labour Day", was honoured last month, on the 100th anniversary of his birth, when a monument to his memory was unveiled in Arlington cemetery, Camden, N.J. In addition to being the originator of Labour Day, McGuire established the United Brotherhood of Carpenters and Joiners of America in 1881 and a year later was associated with Samuel Gompers in setting up the American Federation of Labour.

The proposal to celebrate the first Monday of September as Labour Day was first put forward by McGuire in New York City in 1882 at a meeting of the Central Labour Union of New York. In 1894, President Cleveland signed an act of Congress making Labour Day a legal holiday.

The monument comprises a statue of the labour leader against a background of Greek columns above which is the inscription: "In Memory of Peter J. McGuire, Founder of the U.B. of C. & J. of A. and Father of Labour Day."

Among the principal speakers at the unveiling ceremony were Secretary of Labour Maurice J. Tobin, President William Green of the AFL, Secretary George Meany of the AFL and Maurice Hutcheson, President of the United Brotherhood of Carpenters and Joiners of America. More than 2,000 union leaders from all over the United States attended the ceremony.

## **Back Pay Approved for Prevailing Rate Workers**

Payment of retroactive wage increases to prevailing rate government employees for work performed during the period from the effective date of the increase to the date the increase is approved by the Treasury Board is provided for by Order in Council P.C. 3610, dated July 31.

Under the terms of the Order in Council the difference between the new and the old rate may be paid to persons employed by the Government on the date the new rate is approved and, in certain cases, to persons not employed by the Government on that date.

### **Text of Order**

The Order in Council is as follows:—

P.C. 3610

At the Government House at Ottawa  
Thursday, the 31st day of July, 1952.

Present

His Excellency  
The Governor General in Council:

His Excellency the Governor General in Council, on the recommendation of the Treasury Board, is pleased to amend the Prevailing Rate Employees General Regulations, made and established by Order in Council P.C. 6190 of 6th December, 1949, as amended, and the said Regulations are hereby further amended, effective August 1, 1952, by revoking section five thereof, and by substituting therefor the following new section five:—

5. (1) The rate of normal pay and the rate and conditions of payment of extra pay for employees in each unit of the public service shall be fixed by the Treasury Board after consultation with the Department of Labour.

(2) Where an increase in a prevailing rate is approved by the Treasury Board with effect from a date prior to the date of approval, the difference between the new rate and the old rate may be paid in respect of work performed during the period of retroactivity to

(a) persons employed by the Government on the date the new rate is approved;  
(b) persons not employed by the Government on the date the new rate is approved whose employment by the Government was terminated for one of the following reasons:

(I) lay-off due to lack of work;  
(II) resignation due to a *bona fide* illness;  
(III) death.

(3) Retroactive pay in accordance with subsection two may be made to a person no longer employed by the Government only when application is made to the employing Department by him, or, in the case of a person who has died, by his estate, within six months after the date the Board approves the new wage rate.

J. W. Pickersgill,  
Clerk of the Privy Council.

## **Civilian Rehabilitation Program Taking Shape**

With the appointment of a National Co-ordinator of Rehabilitation Services for the Civilian Disabled and additions to his staff in Ottawa, Canada's program for the rehabilitation of disabled persons has advanced another step. Future additions to staff, the launching of publicity programs and discussions with provincial officials are now either planned or already under way.

### **Administrative Officer**

The Rehabilitation unit recently obtained the services of H. C. Hudson as Administrative Officer. Mr. Hudson, a senior official of the Unemployment Insurance Commission, was engaged as Head of the Special Placements Division of the National Employment Service prior to joining the rehabilitation office.

During recent months, attention has been focussed on the problem of the disabled by means of news releases and radio broadcasts. The possibility of producing a film on rehabilitation is also being considered.

Conferences have been held with government officials of Newfoundland, Prince Edward Island, Nova Scotia, New Brunswick and Quebec.

## **6,200 Old Age Pensioners Added to Rolls in July**

With the addition of 6,200 new applications for old age security pensions in July, the total number of pensioners rose to 665,346, the Department of National Health and Welfare has announced. Gross monthly outlay is now \$26,613,840.

Late applications continue to trickle in, officials state. In July, 1,546 of the new applicants could have been paid in January if they had applied in time.

### **By Provinces**

The number of pensioners paid in July by provinces was: Newfoundland, 14,390; Prince Edward Island, 6,535; Nova Scotia, 35,537; New Brunswick, 25,239; Quebec, 144,197; Ontario, 247,984; Manitoba, 39,055; Saskatchewan, 38,909; Alberta, 38,163; British Columbia, 74,890; Yukon and the Northwest Territories, 447.

More than 2,900 cheques issued in June were returned because of the death of the pensioner.



## **U.S. Base Pay Rate Won By Canadian Steelmen**

A base wage-rate equal to that in the United States has been established by Local 1005 of the United Steel Workers of America (CIO-CCL) in negotiations with the Steel Company of Canada, for the first time in the Canadian steel industry.

Only the base rate is the same as that in the United States steel industry. Because of a difference in wage-spreads paid in the two countries, United States steelworkers' wages average 20 cents an hour more than Canadian.

A program of job classification, first of its kind in Canadian industry, is another feature of the agreement. The job classification system to be used is that in use in the United States steel industry, a system devised by a union-management committee in three years' work after the War Labour Board in 1944 issued a directive ordering the industry and the USW (CIO) to describe, classify, and group jobs.

First step in the job classification is a description of each job, including the effort required for it and the working conditions connected with it. Both labour and management must agree on each job description before a job can be "factored".

Factoring involves examination of each job under the general headings of skill, responsibility, effort required and working conditions thus:—

### **Skill factors:**

1. Pre-employment training period required.
2. Employment training and experience needed.
3. Mental skill required.
4. Manual skill required.

### **Responsibility factors:**

1. Responsibility for materials.
2. For tools and equipment.
3. For operation.
4. For safety of others.

### **Effort factors:**

1. Surroundings.
2. Hazards.

Each of these factors carries a maximum value, factors of responsibility scoring the highest rating. The total of the figures assigned each factor represents the job classification. A worker's wage rate is determined by adding to the base rate the increment by which his classification exceeds the base rate, e.g., a worker in a class 5 job would earn \$1.43½—the base rate

—plus four times the increment. A man in a class 30 job, the highest, will earn \$2.59½ an hour in Canada.

The cash difference between each job class is the "increment" or wage-spread. The Canadian agreement has set the increment of four cents, 1½ cents below that in the United States. The steelworkers' aim is to close this increment gap, so that Canadian steel wages will be completely equal to those in the United States.

## **450 Printing Apprentices Listed in Montreal**

The seventh annual report of the Printing Trades Apprenticeship Commission of the City of Montreal shows that 450 apprentices—351 French-speaking and 99 English-speaking—were engaged in regular work in the shops of Montreal Island on March 31. This is a decrease of 73 from the number for March, 1951.

Of the 450 apprentices under the jurisdiction of the Commission, 203 were in type-setting, 193 in printing and 49 in binding and finishing.

### **Reasons for Decrease**

The two main reasons for this decrease of 73 apprentices are the promotion of apprentices to journeyman's status and the loss of employment which causes idleness and leads to giving up the trade after temporary inactivity or the striking off of apprentices' names from the lists. However, while the total number has fallen, the number of third-year apprentices (apprenticeship lasts six years) was exactly the same—168—on March 31, this year as it was at the end of March, 1951.

In addition to giving a general idea of the number of apprentices on Montreal Island and of their turnover in the different trades of the printing industry, the report, prepared by Ernest Guenette, Secretary-Manager of the Commission, deals with the choice of apprentices and affords some interesting information concerning the psychological examinations they have to undergo. It also deals with the vocational training of apprentices at the School of Graphic Arts and analyses the Commission's efforts to promote the technical improvement of journeymen by means of evening courses.

The Commission is under the joint chairmanship of Ed. Roberts, President of the Employing Printers' Association of Montreal, Inc., and G. A. Gagnon, President of the Printing Trades Federation of Canada, Reg.

## **Public Employees Form National Federation**

A national organization of public employees has been formed. At a meeting in Winnipeg the day before the opening of the 67th annual convention of the Trades and Labour Congress of Canada, the National Federation of Public Employees was established. A TLC charter is expected for the new labour group.

The Federation will embrace workers in federal, provincial, civic and municipal services. The organizers estimate the Federation will comprise 176 locals with 21,000 members in five provinces.

Garnet Shier of Toronto was elected President of the Federation.

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## **Intake of Immigrants Cut in Half by Australia**

Australia will halve her intake of immigrants next year to enable her to "digest more comfortably the very substantial intake of the post-war years," Hon. Harold Hold, Minister of Immigration, has announced. The Government has decided to restrict the admission of immigrants in 1953 to 80,000, about one-half the average intake for the last four years, he said.

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## **Immigrants Total 98,000 In First Six Months**

During the first six months of this year a total of 98,057 immigrants arrived in Canada. This was an increase of 23 per cent over the 79,785 who arrived in the first six months of 1951.

Arrivals from the United Kingdom, totalling 23,001, showed the greatest percentage increase of all groups over the 1951 figures. British immigration was up 63 per cent; the six months total of 23,001 for 1952 compares with 14,130 a year ago. The number of British exceeded by about 8,000 the total from any other country.

### **French Immigrants**

There was also an increase in the number of arrivals of French immigrants. These totalled 2,767 for the first six months of 1952 as compared with 2,272 for the same period in 1951. The total of all Northern European immigrants was up about 40 per cent while arrivals from the United States numbered 3,931 for the first six months of 1952, up 7 per cent over the same six months a year ago.

Immigration from other than Britain, United States, France and the Northern European countries was down 5 per cent, totalling 32,647 as compared with 34,540 for the first half of 1951.

### **15,000 Skilled Workers**

Included among the arrivals this year has been a total of 54,103 workers and 43,954 dependents, with farming accounting for 11,551 of the workers, skilled workers totalling 14,995, and unskilled and semi-skilled, 14,181.

Canadians returning from the United States also increased by about 33 per cent, with 2,494 returning in the first six months of 1952 as compared with 1,825 in the first six months of 1951.

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## **Harvesters Again Moved To Prairies from East**

The annual movement of harvesters to the Prairie Provinces arranged under Federal-Provincial Farm Labour Agreements began in mid-August, the bulk of the movement taking place, however, the latter part of the month and the early part of September. About 3,000 workers were required.

### **Recruiting Areas**

Recruiting of men for this harvest excursion was undertaken in large areas of Ontario and certain districts of Quebec. Care was taken to see that only experienced farm workers, particularly those able to operate tractors, combines, swathers and trucks, were accepted. No workers were accepted from areas where there was a local demand for farm help.

All workers recruited from points in Ontario and Quebec were dispatched to Winnipeg, where distribution to Prairie points was made. In a co-operative effort between the railroad companies, the federal Government and the Governments of Manitoba, Saskatchewan and Alberta, a low excursion rate of \$15 for the outgoing journey and \$11.50 for the return journey was provided for the volunteer harvesters.

Recruiting was carried out by local offices of the National Employment Service in the districts of Ontario and Quebec selected as areas which can spare farm workers for a few weeks. Provincial agricultural representatives co-operated fully with the National Employment Service both in recruiting in the East and placement in the West.

Earlier this summer, workers were brought from the West for the hay and early grain harvest in Ontario.



## **Tenth of Finns' Revenue Spent on Social Services**

Finland devotes more than 10 per cent of its national revenue to social purposes, including 5 per cent to its health services. In addition, employers' and workers' organizations, after difficult beginnings, are playing a more and more important role.

For each child up to the age of 16 years, parents receive an allowance corresponding to nearly 4 per cent of the wages of an industrial worker. Besides this, a maternity bonus is paid at the birth of each child, and mother and child are given free medical attention. Finally, all pupils in the primary schools are given a hot meal, free of charge, on every working day.

### **Pensions at 65**

In Finland, whose population is approximately 4,030,000, accident insurance covers almost all wage-earners. Furthermore, 96 per cent of those who have reached the age of 18 years are covered by old age insurance and by disablement insurance. Finally, every citizen who has reached the age of 65 years receives the old age pension.

The protection of women and young workers is one of the fundamental aims of this country, where the work week is 47 hours and the minimum vacation 12 working days.

Under laws passed since the war, disabled persons, as well as war widows and orphans, receive long-term pensions. Orphans, in Finland, can even have their university studies financed by the state.

The history of workers' and employers' organizations, which goes back to the end of the last century, was marked at the beginning by trying disputes but the principle of collective bargaining has been recognized since 1940.

The central organization of trade unions is called SAK (Confederation of Finnish Trade Unions). The organizations belonging to it now have about 300,000 members. The corresponding employers' organizations is the STK (Central Federation of Finnish Employers), whose members employ about 250,000 workers. There is also the HTK (Central Federation of Intellectual Work) which is independent of the trade unions, properly speaking, and whose members number about 70,000.

Co-operatives are also very popular in Finland, where a quarter of the population participates in the co-operative movement. More than a third of the Finnish retail trade and nearly a third of the wholesale trade are of a co-operative nature. More

than two-thirds of the milk on the market comes from co-operative dairies. It is estimated that the number of different co-operative societies exceeds 5,000.

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## **NES Praised for Work In Placing Handicapped**

Work of the Special Placements Division, National Employment Service, in finding job openings for the deaf and the hard of hearing has been commended by the managing director of the National Society of the Deaf and the Hard of Hearing in a letter to the Ontario Regional Superintendent.

This commendation is particularly gratifying, Department of Labour officials feel, at a time when increased emphasis is being placed on the work of the National Employment Service as part of the development of the rehabilitation program. A forward step in this program was recently taken with the appointment of Ian Campbell as Co-ordinator (L.G., June, 1952, p. 707).

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## **Training for Fishermen Planned in Newfoundland**

Vocational training in fisheries for Newfoundland's fishermen is receiving the consideration of the Departments of Fisheries and Education of that province.

Officials of the two Departments, the Newfoundland press reports, have left for Britain, Scandinavia and Portugal to study fisheries technology and education in those countries.

In the technological field, fish meal and fish processing plants will receive special attention.

A start was made in fisheries education last year, when the provincial Government, with the aid of the federal Government, sponsored a training program in which groups of young men were given instruction aboard two ships in navigation, seamanship and the rudiments of modern fishing.

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## **July Strike Loss in U.K. 277,000 Man-days**

Time loss from strikes in the United Kingdom during July amounted to 277,000 man-days, the British Ministry of Labour has announced. Nearly 38,000 workers were involved in 125 work stoppages.



## **Surveys May Establish Health Insurance Timing**

With the release of Quebec's health survey report, eight of the 10 provinces have now completed their surveys of health services. Only provinces yet to report are Manitoba and Newfoundland.

In five cases, views on the question of health insurance were expressed. British Columbia, Alberta and Saskatchewan are strongly in favour of some such plan. Nova Scotia and Prince Edward Island are satisfied for the time being to leave it to voluntary plans. New Brunswick, while seeing both advantages and disadvantages in a health insurance scheme, seems to oppose an immediate start. Ontario and Quebec have not commented.

The surveys, conducted by committees specially appointed by the provincial governments, were financed in part under a federal grant set apart for a review of existing health services in Canada. Neither the federal nor provincial Governments, however, are bound in any way by the committees' recommendations.

The committees have done a thorough job, examining all phases of the health insurance field. Their reports contain inventories of services available and recommendations for future action.

When all provinces have been heard from, the federal Government will be in a position to review the federal aid situation as a whole and to revise and allocate grants in the most effective way. The complete survey, too, will be useful in establishing a health insurance timetable.

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## **Handicapped Women Have Own Textile Project**

Further evidence that handicapped persons are able to do useful work comes from Yateley, in Hampshire, England, where women almost totally disabled are producing textiles claimed to be comparable to any in the world.

The project is a self-supporting community of workshops and cottages, operated as the Yateley Textile Printers, run and staffed by totally-disabled women. Most are victims of infantile paralysis and spinal troubles, and many work from wheel chairs.

Each year more than £5,000 worth of exclusive designs are produced. In curtain fabrics and tablecloths particularly, the Yateley designs are acclaimed among the finest examples of English handicraft.

## **Unions Win Most Votes Ordered by Ont. Board**

Of 57 cases heard since November, 1950, by the Ontario Labour Relations Board in which one union challenged the right of another to represent workers—two-way votes—the applying union has won 39, or 70 per cent. Of 135 one-way votes ordered by the Board during the same period, the applicant union won 85—63 per cent.

While 135 one-way votes were ordered, 905 applications for certification were granted without a vote.

In a one-way vote, only one union appears on the ballot and the employee is asked to vote "yes" or "no".

These figures were compiled by the Ontario Federation of Labour (CCL) and published in the Federation's *Bulletin*.

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## **Canadians Spend on Food 23 Per Cent of Income**

Every Canadian spent \$245, or 23 per cent of the per capita disposable income, on food in 1951, according to the current issue of the *Economic Annalist*, monthly publication of the Department of Agriculture. Expenditure in current dollars is thus up 236 per cent from the 1935 figure of \$73 per person.

The increase in food expenditure, both in constant and current dollars, is shown in the food-price index, a part of the overall cost-of-living index. The average per capita food cost is taken on a 1935-1939 base of 100. On this basis, per capita food costs are now \$152 in real, or constant dollars, more than a 50-per-cent increase over the average for the pre-war period.

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## **Australia Lowers Taxes, Betters Social Services**

While reducing income taxes by 10 per cent, alleviating the sales tax and discontinuing company taxes, Australia's new budget improves social service benefits and provides for increased defence expenditures.

Improvements in social service benefits include increases in age and invalid pensions in the case of widows and children, higher unemployment and sickness benefits, and larger veterans' repatriation benefit and war pensions.

Defence expenditures were increased in the budget from \$384,800,000 last year to \$448,000,000 for 1952-53.

## **Food is Major Item in Working Woman's Budget**

Approximately one-third of the working woman's budget is spent on food, a survey conducted in 13 States by the Women's Bureau of United States Department of Labour reveals. Housing or clothing was the next largest single item.

The Bureau's findings are published in a bulletin, *Working Women's Budgets in Thirteen States*, which also discusses the needs of a self-supporting woman without dependants. The bulletin, No. 226, is a revision of a 1948 publication.

The report explains that, out of the 26 states (plus the District of Columbia) which have minimum-wage laws, 13 use cost-of-living budgets as a guide when setting minimum rates. These budgets have been developed because of the historical connection between minimum wage laws and the cost of living. Early laws, passed because large numbers of women were receiving wages below a subsistence level, made the cost of living a basic criterion in setting minimum rates. Because the phrase "cost of living" suggests a variety of meanings, 13 of the States have compiled lists of goods and services representing the needs of a working woman over the period of a year and have translated these needs into a dollars-and-cents figure. These two features comprise a cost-of-living budget.

### **Indicate Minimum**

Each budget is intended to indicate the minimum amount needed at a specified date by a self-supporting woman (only two include men) without dependants for adequate maintenance and protection of health. Besides including health and welfare considerations, the budgets take group standards into account. Acknowledging the pressure on the individual to conform to these standards, the report states:—

Group approval is extremely important to a working woman in order to show herself and others that she "belongs", that she is "as good as" her associates, and that she has a "right" to be accepted on equal terms by her fellows. In fact, her urge to be identified with her group is so strong that when funds are lacking she will often go without food, medical care, or some other essential, in order to obtain the clothes or the permanent wave that will enable her to meet the standards of her group.

For this reason, actual spending patterns in modest income groups were used to a considerable extent in preparing lists of basic necessities.

Items included in the budgets are food (usually restaurant meals), housing (in most cases, a furnished room), clothing, taxes, insurance, savings, and other living essentials. In the last category, most budgets make allowances for clothing upkeep, personal care, medical, dental and optical care, recreation (including vacation), education and reading material, transportation and miscellaneous expenses. Tables are included which show the individual items which make up the commodity and service allowances in each state.

Of the 13 budgets, the lowest is \$1,708 (the budget figure \$1,527 plus an estimated \$181 for taxes) in Massachusetts in August, 1950. The highest is \$2,492 (including taxes) in New Jersey in October, 1950. A New York State revision, which appeared after the bulletin went to press and was added to it, shows an increase of \$191 in the total (from \$2,156 to \$2,340) between the budget in September, 1950, and the one in September, 1951.

Clothing allowances varied from \$180.77 in California to \$360 in New Jersey; housing allowances, from \$205 in the revised New York budget to \$356 in Maine; and food allowances, from \$420 in the revised New York budget (intended for a woman living as a member of a family group) to \$803 in New Jersey (restaurant meals).

The report emphasizes that the budgets do not show differences in costs of living in different regions because they are not based on identical goods and services. Not only do prices differ, but quantities also differ, varying with geographical location, climate and local customs. For these reasons and because they were prepared on different dates, the budgets should not be compared with each other.

Despite limitations in their use, the individual budgets, when used properly, are valuable, particularly to minimum-wage administrators. When combined with wage data, the budget can be used to show the need for a minimum-wage law or for changes in the existing law, to measure the adequacy of wages or to decide what appropriate wages would be, to uphold wage recommendations or to defend rates in effect. It is also an aid in winning public support.

The use of the budgets is not restricted to the minimum wage field.

They have been used by employers and by union representatives to test whether wages are adequate to meet living



expenses; as a point of reference in wage discussions between workers and management; and by employment counsellors, social services workers and other interested persons and groups as a guide in allocating wages and other income into various categories of expenditures. They have also been used to develop practical spending plans for women entering the labour market for the first time; to illustrate the impact of living costs on the lives of individuals in the moderate income group; and to compare living standards of workers in the United States with standards of workers in other countries.

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## **Time Off for Voting Provided in 26 States**

Laws providing that employees may take time off for the purpose of voting are in effect in 26 states in the United States, according to a recent publication of the United States Bureau of Labour Standards. Although such legislation varies from state to state, with respect to the elections covered and the time off provided, a general pattern is usually followed, the publication reports.

In all but four of the states the laws relating to voting time apply to any employee regardless of the occupation or the industry in which he is engaged. The time allowed for any employee is usually two hours, this period being contained in the legislation of 14 of the 26 states. Refusal to allow an employee time off generally renders the employer liable to a fine.

In none of the 26 states surveyed is enforcement of the law placed in any special agency. It is thus left in the hands of the general law enforcement officers.

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## **To Cut Unemployment Belgium Aids Industry**

Drastic tax reductions for new industrial enterprises have been announced, as part of Belgium's plan to combat unemployment. New industries in underdeveloped areas and areas where the unemployment ratio is high will be encouraged to make capital investments by tax remissions and by partial guarantees of risk capital, thereby stimulating the labour market.

To qualify for tax remissions, new enterprises must involve at least a quarter-million franc investment (one franc=2 cents) and, in addition, must increase the employment of existing enterprises by at

least five per cent. These industries will also be allowed 50 per cent tax reductions on all profits accumulated to reserve.

To bolster the country's sagging economy, the Belgium government will also grant special depreciation allowances and exempt new firms from property and building taxes. The productivity of these firms is protected, because losses in any one of the first three years may be offset, for tax purposes, against profits during the next five.

A new government agency, the National Investment Corporation, has been formed to give a further stimulus to Belgian industry. This agency will be allowed to subscribe up to 50 per cent of the risk-bearing equity capital of new enterprises. To develop such industries in the national interest, the Corporation will also be empowered to issue bonds up to 10 times the original capital of 100 million francs. It is expected that provision of risk-bearing capital by the Government will circumvent Belgium's high interest rate, long an obstacle to new industrial development.

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## **Permit Draft Deferment For U.S. Apprentices**

United States draft boards are now permitted to defer *bona fide* apprentices from military service. Workers learning manual skills that require at least 4,000 hours of work experience may now be deferred from service as a result of an Executive Order issued by President Truman.

To qualify for deferment, apprentices must be enrolled in an organized apprenticeship program that has been in existence for at least a year, that includes training on the job, and offers 144 hours per year of systematic trade instruction. Selling, managerial, clerical and professional occupations are excluded from this deferment.

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## **AFL Numbers 8 Million, UAW Tops Million Mark**

A membership of 8,098,000 was reported last month by the American Federation of Labour. It is the first time that members of the organization have exceeded the eight million mark.

Almost at the same time the United Auto Workers (CIO) announced a membership of 1,180,284. In its report for the year ended May 31, the UAW said its membership grew by 134,595—more than 10 per cent—during the year.



## **Most Working Women Help Support Families**

Nearly two-thirds of the women workers in the United States are responsible for the full or partial support of other persons, it is indicated in replies from more than 9,000 members of seven different unions to questionnaires circulated at the request of Labour Advisory Committee of the Women's Bureau of the United States Department of Labour. All but a very few supported themselves.

The results of the survey are reported in *Women Workers and Their Dependents*, the Bureau's Bulletin 239, which indicates the important financial contribution made by working women to the support of their families. The number of women workers supporting dependants, the extent to which a woman's earnings provide essentials for her family or raise its living standards, the number of families in which a woman worker is the only wage-earner, and related subjects are discussed.

The report contains the results of a recent investigation into the economic responsibilities of union women. The findings correspond with and reinforce those from more than 200 former studies by many agencies, more than 70 of which were made by the Women's Bureau. Earlier findings are analysed in Part II of the report. (Part I is based on the replies to questionnaires mentioned above.) All these studies show clearly that women do not work for pin money only but need and use their earnings for their own support, for the support of dependent relatives, and otherwise as a substantial contribution to the family's upkeep.

The questionnaires, circulated in 1950, asked union women the number of their dependants, the part of their earnings used for current family support, their reasons for working, and other related questions. A separate summary of the replies is given for each of the seven unions.

Of all the women reporting in the various union groups, from about half to nearly two-thirds were responsible for the full or partial support of other persons, while all but a very few supported themselves. The most usual number of dependants supported was one; but in most union groups from a quarter to more than a third of the women workers were fully or partly supporting two or more dependants.

In all but one of the union groups, from a fifth to nearly two-fifths of the women who were supporting others reported that their dependants were their

children. In four of the union groups about a quarter of the women stated that they supported their mothers. A smaller but notable proportion supported husbands or fathers and many supported other relatives. Married women most frequently supported their children but husbands were a close second. The most frequent dependants of the single women were their mothers. The average number of dependants was slightly smaller for single women than for any other marital group. A much larger proportion of women living in family households than of those living apart were responsible for the full or partial support of dependants.

The survey showed that a high proportion of women who work must use all or most of their earnings for food, clothing, rent, medical care and other daily needs of themselves and their dependants. Half or more of the women reporting used all they earned for current support; more than two-thirds of them used at least three-quarters of their earnings in this way. A much larger proportion of the married, widowed, separated and divorced women than of the single women used all of their earnings for daily needs.

Of the women living in family households, from 13 to 21 per cent were the only earners in their families. The majority of these families where a woman was the only contributing earner consisted of two persons, but a quarter or more had three members and in most of the unions a tenth or more of such families had four members. Sole family earners were more frequent among the married women but more than a tenth of the single women were the only earners contributing to the upkeep of their families.

Almost all the women, married or single, who were living in family households contributed regularly to the family expenses. Their contributions were made in different ways and it was difficult to assess their value. From 40 to 50 per cent of the women regularly contributed to a common family fund, while about a fifth regularly took care of a particular household expense such as groceries, fuel, rent, medical care, clothing or insurance. From about a tenth to a quarter of the women reporting, mostly single women, paid board only, and so could not be considered as giving more than their own cost to the family.

The great majority of the women answering the questionnaire listed as their primary reason for working the need to support themselves or themselves and others. However, many also worked for

additional objectives that were important to them, such as buying a home, educating children, paying doctor bills or furnishing or repairing their homes. A very small proportion said they worked to keep in practice or because of satisfaction in having a job. Although working from economic necessity, nine-tenths of those reporting said they liked the work they were doing.

The Women's Bureau Labour Advisory Committee is composed of working women designated by their own unions.

## **German Workers Gain Voice in Management**

Workers in the West German Federal Republic are to be granted a voice in the management of industry as a result of legislation given approval in the *Bundestag* (Lower House) and in the *Bundesrat* (Upper House) during July.\* Under the terms of the new legislation, employees will be granted one-third of the seats on boards of directors of all industries employing 500 or more workers.

Employee representatives on the boards will be chosen from persons connected with the companies concerned and may not be outside union officials. In 1951, German workers succeeded in gaining equal representation with management on the boards managing the steel and coal industries. Boards of 11 members were established with five members representing management and five representing the employees. The eleventh member, an impartial representative, is chosen jointly by labour and management.

The demand for labour representation on managing boards, known as co-determination (*Mitbestimmungsrechte*), was first put forward in 1948 when German unions called for the "full co-determination of the unions in all organs of the economic order."

## **Most Pension Plans Now Created by Bargaining**

Pension plans set up after January 1, 1949, are more likely to be created by collective bargaining, are more likely to be self-insured, and are less likely to involve contributions from employees than plans operative before that date. These

\*Previous reports on co-determination in German industries were carried in the August and October, 1951, issues of the *LABOUR GAZETTE*, pp. 1067 and 1339, respectively.

conclusions were presented in the *Harvard Business Review*, by Messrs. Ackerman and McKain, on the basis of a study conducted among 403 large United States companies.

Pension plans are more usual in larger firms, the study notes, since these are generally better unionized, have greater financial resources and have a relatively large proportion of employees at or near retirement age. Hourly-rated workers were covered by pension plans in 74 per cent of the firms studied.

Of the 299 pension plans covering hourly-rated employees, the report notes that 92 per cent of those put into effect since 1949 were the result of collective bargaining. Unions were involved in only 13 per cent of the plans dated earlier. In addition, twice as many pension plans are now being financed by the employing company alone, without contributions from employees.

Most of the firms studied were in the manufacturing fields. It was found that the heaviest concentration of pension plans covering hourly-rated workers was among firms manufacturing chemicals and primary metals. The lowest proportion was among textile plants.

## **Wage Boost Application Rejected by N.Z. Court**

An application by the New Zealand Federation of Labour for general wage increase of more than £2 weekly was refused recently in a decision of the New Zealand Arbitration Court. The Court, composed of a labour and an employer representative and a chairman, held that there was no justification for a general wage increase but approved increased minimum wages beginning September 1.

The Court stated that the application for a general increase had not been supported and that the "economic stability of New Zealand would not be promoted by granting the general wage order either in full or in substantial part. . .".

The Federation of Labour had argued that wage and salary earners were not receiving a "fair share" of the total income. Employer witnesses, who appeared before the Court, pointed out that it was doubtful if a wage increase would produce a greater share of the national income for the worker and added that an increase would add to inflationary pressures in the economy.

It is reported that labour groups in New Zealand are disappointed at the Court's decision, particularly in view of an increase in basic wages in Australia during August.



## **AFL Plans Concentrated Attack on Taft-Hartley**

A concentrated and unified campaign to alter the Taft-Hartley Act will be made by the American Federation of Labour as a result of a decision of the Federation's executive council. In future, the Federation will correlate and unify the grievances of all its affiliates affected by the law and will place them before Congress. Previously the individual unions had presented their complaints to the appropriate congressional committees.

It is pointed out that this development does not mean a change in the primary objective of seeking complete repeal of the Act by the AFL. In addition to pressing for a new labour relations law, the Federation will also seek amendments to the present statute to remove what it considers are inequities.

## **Holidays with Pay in U.K. Longer Now than in 1948**

In an article in the May, 1952, issue of the *British Ministry of Labour Gazette* it is estimated that, of the total number of wage-earners (including shop assistants) covered by collective agreements or statutory orders relating to wages and working conditions, more than two-thirds are at present entitled to paid holidays of 12 days or two weeks, about one-quarter to paid holidays of six days or one week, in each case in addition to public holidays or days in lieu, while holidays for most of the remaining workers are of intermediate duration.

In productive industries (i.e., manufacturing industries, agriculture, mining and quarrying, building and contracting) as distinct from service industries, more than two-thirds are entitled to paid holidays of 12 days or two weeks in addition to the usual public holidays, while about three-tenths are entitled to not more than six days or one week as well as public holidays. These estimates relate to the minimum periods of paid holidays prescribed by agreements or orders and do not take account of any longer periods that may be granted by individual firms over and above the minimum periods.

This new assessment shows a substantial extension in the length of holidays with pay since 1948, when the majority of agreements or wage orders provided for holidays with pay of 12 days or two weeks *including* public holidays.

An article reporting the vacations-with-pay policies in Canadian manufacturing appeared in the August issue of the *LABOUR GAZETTE* (p. 1039).

## **U.S. Work Force in June Set Record for Month**

Total civilian employment in the United States stood at 62.6 million in June, a record high for that month. This is 1.3 per cent above comparable figures for June, 1951, although the non-institutional population over 14 years of age rose only 0.7 per cent during the year.

The sharp seasonal rise in farm employment was given as the basic reason for the 1.5 increase over the May employment level. Also, the labour force was augmented by the addition of high-school and university students working at summer jobs.

## **Australia's Labour Force Up by 40,000 in Year**

Wage and salary earners in Australia numbered 2,636,500 at the end of 1951, 31 per cent of a total population of nearly 8½ million. This represents an increase of more than 40,000 workers in employment over the previous year.

At the end of 1950, 1,605,344, or 61.8 per cent of all Australian wage-earners, were members of a total of 360 unions. The degree of unemployment was less than one per cent.

Factories claimed 903,000, or 34.2 per cent of the Australian working force. Other leaders were professional and personal services, transportation and communication, and building and construction.

The figures above are taken from the *Quarterly Summary of Australian Statistics*, a publication issued by the Commonwealth Bureau of Census and Statistics in Canberra.

## **Number of India's Unions Highest Ever Recorded**

Registered trade unions in India totalled 3,365 in 1949-50, the highest ever recorded, according to a recent issue of the *LABOUR GAZETTE*, published monthly by the Office of the Deputy Commissioner of Labour (Information) of the Government of Bombay.

Of the 1,920 unions which submitted membership returns, 1,891 were workers' organizations and 29 were employers'.



unions. The labour unions counted 1,815,255 members while the employers' groups reported 4,877 members.

## **New U.S. Board Begins Wage Control Duties**

A new Wage Stabilization Board, lacking "jurisdiction with respect to any labour dispute," has taken over the job of administering wage controls in the United States. The old Board was abolished by Congress through amendments to the Defence Production Act (L.G., July, 1952, p. 982).

In setting up the new WSB, Congress placed three major limitations on its discretion: (1) it made the new Board subordinate to the Economic Stabilization Administrator; (2) it defined the stabilization of wages and other compensation as "prescribing maximum limits thereon"; and (3) it took away the Board's authority to act in labour disputes.

Dr. Nathan P. Feinsinger, Chairman of the former WSB, has declared that a country "cannot have a stabilization program without a disputes program". Jurisdiction of the new board is limited to recommendations of general policies, and examination of contracts voluntarily negotiated by industry and labour to see that they conform to stabilization requirements.

It was feared that both the AFL and the CIO might refuse to name members to the new WSB, in effect boycotting its activities. The labour quota is, however, now entirely filled. The AFL and CIO each have three members on the 18-man board, with management and the public equally sharing the other 12 positions.

New WSB chairman is Archibald Cox, Harvard University professor and co-chairman of the Construction Industry Stabilization Commission. The rest of the Board members hold recess appointments, pending approval by the next session of Congress.

## **U.S. Mine Employment Lowest in 13 Years**

Mine employment in the United States is at its lowest level in 13 years, a Bureau of Labour Statistics survey has shown. Only 349,000 miners are presently working, as compared with an average of 438,000 in 1948, the post-war peak year.

These figures emphasize "the poor economic condition of the coal industry," a National Coal Association spokesman declared. He cited declining overseas markets and the steel strike as two factors behind the industry's decline.

## **U.K. Shipbuilders Revoke Saturday Work Pledge**

A slump in British shipbuilding is foreseen, as 200,000 U.K. shipbuilding workers have announced that they will not work Saturdays next winter. The week-end work ban is a retaliatory measure against the industry's refusal of wage-demands amounting to more than £2,000,000.

Members of the Confederation of Shipbuilding and Engineering Unions formerly worked an extra shift Saturday morning during the four winter months under a voluntary agreement. By revoking this agreement, the shipbuilding workers will revert to their normal five-day week.

## **U.S. Court Orders Union To Accept Negroes**

Unions may not bar Negroes from membership, a Connecticut court has ruled. The court ruling upheld an appeal from the Connecticut State Commission on Civil Rights, which accused the International Brotherhood of Electrical Workers (AFL) of deliberately excluding two workers from union membership on grounds of race.

The electrical union had "stalled," the Commission claimed, in acting on the 1949 applications of two Negro electricians for union cards. At that time the Union held that because of poor business conditions, no new applications were being considered but, the Commission pointed out, at the same time white workers were being admitted.

## **40 Million U.S. Workers Have Accident Insurance**

Two-thirds of the United States' 62,000,000 employed civilians are protected by sickness and accident insurance, according to a *New York Times* dispatch by Thomas P. Swift. Group and individual insurance policies cover 30,000,000 of these, the Government takes care of 9,000,000 of its employees, while union-administered plans and mutual-benefit associations cover the remainder of the 40,000,000 with policies.

The insurance is mostly off-the-job protection, supplemented by workmen's compensation benefits. Hospital-expense protection is the coverage in most of the policies. More than 86,000,000 persons had such protection in 1952, while 66,000,000 were protected against surgical expenses. Coverage in such cases frequently extends to workers' families.

# On the U.S. Labour Scene

## **U.S. Price Index Exceeds Previous All-Time High**

The United States price index rose 0.3 per cent between May 15 and June 15, 1952, climbing slightly above the all-time high reached last December.

Prices of fruits and vegetables climbed by 1.5 per cent. Clothing decreased for the ninth successive month, with a reduction of 0.1 per cent. House furnishings declined 0.5 per cent; fuel, electricity and refrigeration rose 0.1 per cent.

Miscellaneous goods and services increased 0.7 per cent while rents averaged 0.2 per cent higher in June than in May.

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## **Brewers' 35-Hour Week Gains WSB Approval**

The United States Wage Stabilization Board recently rendered its first decision reducing the work-week below 40 hours, approving a contract between the United Brewery Workers (CIO) and breweries in New York city that provides for a 35-hour week.

Under the contract, the shorter hours were to become effective June 1 but implementation of the change was held up pending WSB approval.

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## **Recommend Dropping of Non-Communist Affidavit**

Elimination of the Taft-Hartley requirement that labour leaders sign a non-Communist affidavit has been recommended in an interim report by a sub-committee of the United States Senate Labour Committee.

Charging that a substantial number of leaders suspected of being Communists have been able to get around the law, the sub-committee expressed the opinion that no good purpose is served by the requirement.

Also recommended by the sub-committee is a speeding-up of the processes in the operation of the Act, particularly in the treatment of cases involving unfair practices. The sub-committee reported that it takes close to 490 days to dispose of a case of unfair practices and from 70 to 140 days to dispose of a case of union determination.

A shake-up and revision of administrative procedures was also recommended.

## **IAM President Urges Labour Unity in U.S.**

"The organized labour movement, over the years, has wasted years of time, the ability of tens of thousands of its officers and members, and millions of dollars because of lack of labour unity in the United States," said A. J. Hayes, International President of the International Association of Machinists, in a recent speech at Unity House, Forest Park, Pa.

"We have paid a tremendous price for the luxury and personal satisfaction of fighting one another," he added.

"Labour in the United States is divided," he continued. "It is cumbersome at best and impossible at times for governments to work with labour, even when they want to."

Concluding, Mr. Hayes said, "I believe organized labour could unify; and I think all we need is a will to do it."

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## **Foresee New Peak for U.S. Production by 1960**

Production in the United States may reach a new high level by 1960 even if the average work-week dips below 40 hours. This is the conclusion of the Business Research Department of the Goodrich Rubber Company, Akron, Ohio, after a long study of the problems of production.

Because of an expected rise in the total output of goods and services per man-hour, the report stated, an increase of 27 per cent in production can be forecast, although population is expected to rise only 15 per cent by 1960.

The report suggested that technical developments and more efficient manufacturing methods were the chief means of bringing about the expected increase in each worker's productivity, making new production peaks possible despite a reduction in the hours of work.

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## **Economic Dangers Ahead, CIO Researchers Warn**

Signs of weakness are apparent in the United States economy, the CIO's Department of Education and Research has warned. Consumer buying power and consumer spending have not grown as rapidly as the ability of the nation's productive machine to turn out civilian goods, the Department states in the *Economic Outlook*, its monthly publication.



"By next year," says the magazine, "the Government's defence expenditures will begin to level off. There will be an increasing amount of goods and services for the civilian economy if the defence program is not stepped up. Unless the rising volume of output of civilian goods and services is bought by the average American consumer, production and employment will decline.

"The national economy," the *Outlook* continued, "has repeatedly shown its ability to produce an expanding output—the potential for rising living standards. Yet if the consumer buying power and consumer spending do not rise sufficiently to make up for the levelling-off of defence spending, there could ensue great economic dangers in the years 1953 and 1954."

### ***Injury-Frequency Rate Drops in First Quarter***

The average injury-frequency rate for United States manufacturing industries declined during the first quarter of 1952 to the lowest point reached since the last quarter of 1949, according to a survey by the Bureau of Labour Statistics, United States Department of Labour.

The second-quarter rate of 13.5 injuries per million man-hours worked was 3 per cent below the fourth-quarter average and 15 per cent below that of the first quarter of 1951. Average for the same period two years before was 13.7 per cent.

While the injury rate in logging and metal household furniture increased substantially, most industries showed improvement in their injury records in comparison with the same period in 1951.

### ***June Strike Loss in U.S. Highest in Three Years***

Work stoppages in the United States in June resulted directly in 14,000,000 man-days of idleness, the highest level in any month since October, 1949, according to preliminary estimates released by the Bureau of Labour Statistics, United States Department of Labour. The steel strike accounted for about 80 per cent of the total.

About one million workers were idled by all strikes in effect during the month

but only 170,000 of them were involved in strikes beginning during the month. A total of 425 stoppages began in June, compared with 475 in May and 396 in June last year.

Seven stoppages directly affecting ten thousand or more workers caused 85 per cent of the total idleness; four of these began in earlier months. In addition to the steel dispute, which began in late April, was interrupted by a return to work in May and was resumed June 2, these stoppages included a strike in the Pacific Northwest lumber industry and construction strikes in the Detroit area and in northern and central California.

### ***John L. Lewis Urges All Labour to Unite***

A warning to labour organizations in the United States that they had better unite or face eventual destruction was given by John L. Lewis, President of the United Mine Workers, in his Labour Day message.

"American labour faces an era of danger and threats to its very existence," the message said. "There are those politicians beholden to reactionary interests and those who are still advocates of the institution of human slavery, who would take from us the only effective weapon we have in our struggle for a better America.

"There are those intellectually corrupt corporate interests in this country who would sell a free, democratic and progressive America down the river in their mad gamble for unchallenged control of the economic future of our great nation."

Union members want a unified labour movement, the statement said, but labour is "a house divided against itself" because leaders won't agree to unity.

### ***July Strike Loss in U.S. 12,500,000 Man-days***

Largely because of the steel strike, time lost in work stoppages in the United States in July amounted to 12,500,000 man-days, the United States Department of Labour has reported. The number of workers on strike during July was 850,000, compared with 1,000,000 in June.



# Trades and Labour Congress

## Holds 67<sup>th</sup> Annual Convention

Delegates representing close to 523,000 members press for a national health insurance plan, curtailment of immigration and financial aid for home-builders. Recommendation for labour unity is voted down

Its proceedings enlivened by keen and active participation from the floor, the 67th annual convention of the Trades and Labour Congress of Canada was held in Winnipeg from August 18 to 23. Not needing this year to spend much time on the question of Communists within the organization, the 537 delegates representing almost 523,000 members quickly turned to matters of pressing union and national interest.

The major subjects dealt with at the convention were social security, health insurance, immigration and housing.

The convention turned down a suggestion that the TLC take steps to revive the alliance with other Canadian labour groups that the Congress withdrew from at last year's annual meeting; renewed a request for price controls, coupling with it a plea for food subsidies; recommended continued aid to under-developed countries and stronger efforts to build up Canada's export trade; and urged undiminished support of the United Nations and the North Atlantic Treaty Organization as a means of obtaining world peace.

Other resolutions requested passage of the previously-announced amendments to the Annuities Act, larger old age pensions, reduced income tax, wider unemployment insurance coverage, bargaining rights for the Civil Service, and shorter hours.

While delegates voted to support continuation of the Congress ban on affiliation of communist-controlled unions and acceptance of Communists as delegates, they rejected a resolution favouring the outlawing of the Communist Party, although its adoption was recommended by the resolutions committee.

All members of the executive were returned to office for another term.

Guest speakers at the convention included the Hon. Milton F. Gregg, Minister of Labour; Dr. A. MacNamara, Deputy Minister of Labour; Mr. Justice Ralph Maybank of the Manitoba Court of Queen's Bench; Jacob Schultz, President of the Manitoba Farmers' Union; John J.

Hauk, fraternal delegate from the American Federation of Labour; and Frederick S. Kelland, fraternal delegate from Britain's Trades Union Congress. John P. Redmond, President of the International Association of Fire Fighters, and W. Paul Graham, Labour-Management Co-operation Service, Department of Labour, also spoke briefly to the delegates.

The Congress refused to issue press credentials to the Winnipeg correspondent of the *Canadian Tribune* and for a short time withheld recognition from a British Columbia delegate until his credentials were thoroughly checked.

### Opening Ceremonies

Addresses of welcome to the delegates and guests were given by Robert Holmes, President of the Winnipeg and District Trades and Labour Council, the host organization; the Hon. R. F. McWilliams, QC, Lieutenant-Governor of Manitoba; Premier D. L. Campbell of Manitoba; Mayor Garnet Coulter of Winnipeg; and Mayor George MacLean of St. Boniface.

In a brief speech after the convention was declared open by TLC President Percy R. Bengough, the Hon. Charles Greenlay, Manitoba's Minister of Labour, reminded the delegates that both management and labour were working for the welfare of all.

In his opening address, President Bengough, noting that this was the fifth time the TLC had convened in Winnipeg, recalled the accomplishments of earlier conventions there. He then reviewed developments since the last Winnipeg convention in 1942. (The TLC met in Winnipeg in 1898, 1907, 1921 and 1942.)

Since last year's convention, he reminded the delegates, the Government had introduced universal old age pensions for Canadian citizens over 70 years of age and had amended the Unemployment Insurance Act to prevent the practice of discrimination in the referring of applicants to jobs by National Employment Service

placement officers. Both pieces of legislation were long sought by the Congress, he pointed out.

"Much, of course, still remains to be done," Mr. Bengough continued. "And I might highlight the job ahead by recalling that after 30 years of agitation and recommendation in this connection we are still awaiting the formulation and implementation of a national health insurance plan.

"The Congress has put a lot of time into further consideration of health insurance during the last 12 months," he said. "We definitely believe that such a plan should be established on a national basis and we will continue to press the federal Government for its adoption."

The setting-up by the TLC Executive Council of a committee on government employees was described by the President.

Mr. Bengough then sounded a warning about communism (*see box, p. 1179*), noting that the TLC and its affiliated organizations had "been able to reduce very substantially the work and influence of these Stalinist agents within our unions. In the last year," he said, "this process has been pushed somewhat further. The communist leadership of another fine union has been removed and the affairs of that union are now being administered in the interests of its membership."

Pointing out that Canada, in co-operation with other countries, is spending "millions to help protect those in other areas of the world from dictatorship and slave camps" and that the international trade union movement was also "spending money and effort in the same direction," the TLC President said: "It would be neither consistent nor sensible to expend so much energy and financial resources to combat the spread of Communism abroad and, at the same time, smugly countenance and nurse the advocates of the same philosophy in our own organizations and country."

#### Hon. Millon F. Gregg

For the third successive year, the Hon. Milton F. Gregg, Minister of Labour, addressed the TLC convention.

Mr. Gregg pointed out that just as TLC representatives come to Ottawa each year to tell the Cabinet what they seek in labour legislation and administration, he was looking on his appearance at the convention as an opportunity to "speak frankly" to the delegates.

After commending the work of the committee in charge of convention arrangements, the Minister made special mention of a well-known Winnipeg trade unionist,

The threats to the freedom of working people and to our organizations are not all from outside. We have our reactionaries who work for a system of government that bases its economy on slave labour. In the same manner that we in our school days called the fat boy "Slim" and the tallest boy "Shorty", these misled members call themselves "Progressives". They speak as if to impress us that they are the champions of freedom and democracy, yet they are committed to seek a system of state-owned and controlled company unions where the right to strike is non-existent, where wages and working conditions are arbitrarily set by the boss and where the mildest of protests brings commitment to a slave labour camp.

Too long have these Communists and their stooges, who seek to enslave us, posed as liberators. The time has arrived when this Congress as part of the free trade union movement must

expose their treachery and duplicity. This Congress, as an important part of the International Confederation of Free Trade Unions, contributing our funds to the fighting of communism abroad, cannot in all sincerity do anything but eliminate them from our own organizations here at home.

It must be realized that believers in communism seek only to use the trade union movement to hasten the day of its destruction. They pose as candidates for our parliamentary and democratic institutions. Knowing these things, we must tell them in no uncertain terms and make certain that Communists and their sympathizers cannot any longer bore from within by putting them out of our organizations. Their first allegiance is not to Canada and not to our free labour movement; their first allegiance is to the Stalinist dictatorship of Soviet Russia.

Percy R. Bengough, CBE, President, Trades and Labour Congress of Canada at 67th annual convention.



Sam Herbst, Canadian representative of the International Ladies Garment Workers' Union.

"In our program of rehabilitating skilled workers from war-torn Europe," he said, "Sam Herbst has been foremost in assisting us to recruit the right type and also in initiating them into Canadian citizenship and union responsibilities, plus seeing to it that they are accepted as Canadian co-workers."

Mr. Gregg then complimented the Congress on its accomplishments over the years on behalf of the workers of Canada, which, he said, are "reflected in the high standard of living and well-being of all our citizens." Continuing, he said:—

"I am going to ask you to think about a matter of national concern that will require the application of all of our collective good sense. This is the rapid expansion of industrial Canada and how to keep pace with that expansion so as to maintain the advances we have made in our social-economic structure.

"We must now build up our manpower reserves," he declared, "to ensure the carrying out of the work involved in this expansion and increase our population in order to spread to more people the load of taxation required to pay for the expansion."

After calling attention to some of the Canadian projects "on which the attention of the world is being focused"—Lynn Lake, Kitimat, Seven Islands, Alberta oil-

fields, Saskatchewan uranium strikes, Trans-Mountain Pipe Line and the St. Lawrence Seaway—the Minister said:—

"All this expansion is competing in manpower with a defence program that we simply cannot afford to reduce until our re-armament drive levels off to a 'care and maintenance' basis. And that time is not yet."

One way to increase the labour force mentioned by the Minister was apprenticeship. He pointed out that labour "has been hesitant to raise its sights on apprenticeship quotas" and that employers' groups "are reluctant to train apprentices in their plants."

Mr. Gregg then gave several reasons why Canada should have a larger labour force (see box, p. 1180).

The Deputy Minister of Labour, Dr. Arthur MacNamara, also spoke, conveying greetings from the employees of the Department and expressing the hope that the work of the Department continue to merit the commendation of the Congress.

The morning after the Minister spoke, press reports of the speech gave rise to shouted pledges that "we will never surrender the right to strike".

Russell Harvey, Canadian Director of Organization for the AFL, calling attention to accounts in the newspapers, which interpreted Mr. Gregg's speech as a request for a "no-strike" pledge, said: "We are one of the most responsible groups in the nation," he continued, "and we do not have

Canada should have a larger labour force, because from a nation's labour force stems its production; from its production, its wealth.

Our present labour force is not capable of supplying the manpower to provide for the development of our resources and for the defence effort. A larger labour force, too, will allow the heavy burden of our expenditures to be shared among more of us, with a consequent reduction in the size of each share. There is general agreement, I believe, that Canada can or should not stop at a total of 14 million people.

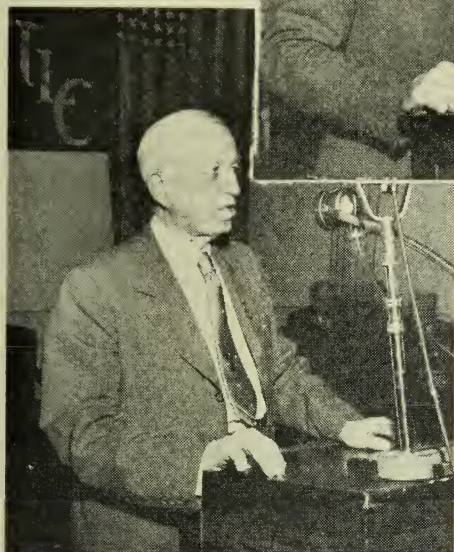
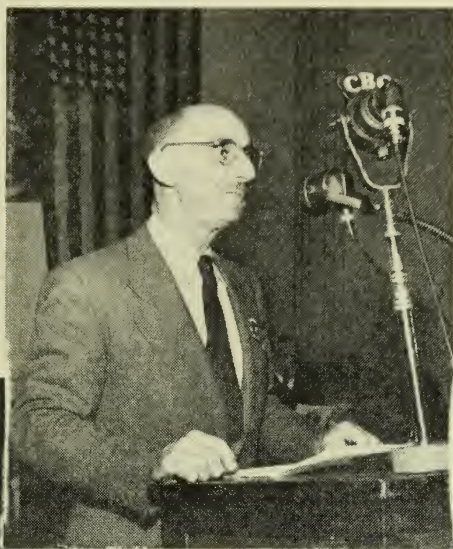
In these critical times, when the free nations of the world are striving to hold their lead in the production race over those who would destroy all freedoms, our production should not be interrupted, impeded or interfered with for

even a short time. Harmony will prevent many potentially-dangerous delays to our machinery of production, harmony between the two partners of production. You, as the senior Canadian federation of labour unions, can help greatly to ensure this necessary industrial harmony by your willingness to adopt mutual concessions. Your delegates can help to spread through the ranks of this great labour organization the philosophy that harmony and mutual understanding accomplish most.

Our production lines contributed much to preserving our freedom in two world struggles. Let us build them up now so that they can make the same contribution again. Although the present struggle is described as "cold", the threat to our freedom is every bit as serious.

Milton F. Gregg, Minister of Labour, at TLC's 67th annual convention.





**Dr. A. MacNamara**

**Hon. Milton F. Gregg**

**Percy R. Bengough**

Addressing the TLC's 67th annual convention in Winnipeg's Civic Auditorium

to be singled out and told production should not be interrupted. We cannot surrender the right to strike."

Mr. Bengough from the chair said he thought the Minister did not intend to say what he had been construed as saying and supported Mr. Harvey in saying: "Labour has certain rights and has reluctantly exercised them in the past and will continue to do so."

#### **Farmers' Spokesman**

On the afternoon of the convention's second day, the delegates heard from a spokesman for Prairie farmers.

"We farmers are ready to get closer to other working people and to do something for ourselves as you have done for yourselves," Jacob Schultz, President of the Manitoba Farmers Union, told the trade unionists in convention. He was repre-

senting the Interprovincial Farm Union Council, which consists of affiliating farm unions of the three western provinces.

"Unfortunately the farmers are 67 years behind your organization," he added.

"I am here to ask for your help," he continued, "because you are experienced; you have come of age."

Mr. Schultz pointed out that the things farmers sell have risen in price by four per cent but that the things farmers buy have gone up 63 per cent; that the young are "running" from the farms to the cities because conditions on the farm are not equal to conditions in the city and that as a result the average age of farmers today is 60 years.

"The leaders of farm organizations know that unions are not to blame for these conditions, I can assure you," he said, placing the blame on "those who seek unreasonable profits".

Concluding, the farmers' spokesman recommended to the convention that farmers and unions "work together, plan together and achieve together".

In reply, TLC President Bengough assured the farm organizations that the TLC was willing to help.

## Fraternal Delegates

### Trades Union Congress

Conveying fraternal greetings from the British Trades Union Congress was Frederick S. Kelland, President, Associated Society of Locomotive Engineers and Firemen. He was introduced to the convention by Vice-President Birt Showler.

Touching on a subject which gained considerable prominence at the Winnipeg gathering, Mr. Kelland mentioned labour's determination to retain its right to strike.

"We value highly," he said, "our freedom to withdraw our labour if the industrial dispute warrants but we also recognize that the economic circumstances of our country are so delicate that any precipitate action on the part of the trade unions at this juncture may have a boomerang effect on the working class movement and its standards."

After reporting that British workers are angry at their Government's action in asking for restraint in wage demands, Mr. Kelland warned that "the tiny minority of extremists in our movement, who have vested interest in chaos and disorder, will do their utmost to exploit the mood of the workers." He pointed out that this fact makes it necessary that workers be counselled to continue the struggle through the trade union movement and not throw the country "into a state of irrecoverable confusion by independent and irresponsible action".

Of all the problems facing the trade union movement, he said, "the urgent and most important is the establishment and maintenance of an enduring peace in the democracies of the world."

"We must strengthen our defences to stave off aggression," he continued. "We of the English-speaking races have a heavy responsibility that will not be shirked. Mankind looks to us for succour and security and we are so dedicating our energies that they will not look to us in vain."

The Fraternal Delegate from the TUC referred to "the great and growing" industrial power of Canada. He sounded the warning, however, that this power "brings greater responsibilities for the organized movement."

"Within its own boundaries," he concluded, "the growth will be a power for good toward mankind and, taking a wider view, will enormously increase the strong influence of the Canadian movement in international trade union affairs."

### American Federation of Labour

"We must maintain and intensify the relationship and understandings between the United States and Canada and the peoples fortunate enough to be recipients of the benefits of such amicable relations," said John J. Hauk, fraternal delegate from the American Federation of Labour. He was conveying to the delegates to the TLC's annual convention "the desire of more than eight million members of the AFL . . . that we together continue to give to the whole world an example of how to attain and practice peace."

In his address, Mr. Hauk noted the similarities in the histories and backgrounds of the two countries, then reviewed labour conditions in the United States.

"We are still plagued with the infamous Taft-Hartley Act," he declared, describing the legislation "a millstone around the neck of organized labour." He called attention to the recent amendments to the United States Social Security Act which increased benefits to pensioners, retired railroaders and veterans. He described the provisions of state laws granting time-off for voting and mentioned the recently-passed mine safety law.

Concluding, Mr. Hauk said: "Progress is measured by the social and economic advancement of the workers. May the workers of Canada and the United States continue their progressive march towards more and better social and economic advancement and may the workers of the rest of the world take heart and revive their efforts to reach the same common goal."

Mr. Hauk is First Vice-President of the Operative Plasterers' and Cement Masons' International Association. He was introduced to the convention by TLC Vice-President William Jenoves.

### Mr. Justice Maybank

Guest speaker at the convention banquet Wednesday evening, tendered by the city of Winnipeg, was Mr. Justice Ralph Maybank of the Manitoba Court of Queen's Bench, former Member of Parliament for Winnipeg South Centre. He was introduced by Dr. MacNamara, Deputy Minister of Labour.

A member of the Brotherhood of Railroad Trainmen, the prominent jurist first



recalled his early years in the trade union movement. He told how his work-mates in a railway switching crew let him take time off to study—while he was attending college—doing his job as well as their own.

"I have often said that my friends on the railroad put me through university," he stated.

Next he reviewed the history of trade unionism in Winnipeg and in Canada. Society may well be grateful to organized labour for its achievement, he said, listing as its accomplishments the workmen's compensation laws, improved working conditions, unemployment insurance, family allowances, improved old age pensions, better retirement plans both by law and by agreement, fair wage practices and minimum wage laws.

Labour cannot take all the credit for the changes, however, he pointed out. "Employers are not ogres," he said, "and many have been just as glad to see the changes as the workers have."

Mr. Justice Maybank then warned of the dangers of Communism. "It must be clear," he said, "that the practice of the Kremlin means the death of your kind of organization."

"The thing that is wrong about Communism," he continued, "is the dictatorship that goes along with it. It is the duty of union leaders and of the rank and file to be on guard against the subversion. If the trade unions continue to live up to their responsibility in this respect, the future of this country will be secure and its ability to give aid and leadership to other countries will continue to grow."

"We have among us," he went on, "people who would sell us a bill of goods for something of a quite different order. If trade unionists ever fall for the persuasions of such people, they will be fools indeed and they will deserve all the trouble and tribulation they will get."

## Health Insurance

An all-embracing, Government-subsidized, contributory national health insurance scheme is sought by the TLC. Combining five resolutions into one, the convention instructed the Congress executive to press for a plan "which will provide adequate medical, surgical, optical, psychopathic and dental treatment, with appropriate hospital and nursing care, for all who need such services".

Earlier, the delegates declared their support of the legislative committee's recommendation that the TLC insist the Government enact a contributory health

*The last surviving delegate to the 1898 convention in Winnipeg of the Trades and Labour Congress of Canada was a guest at the 67th annual convention there this year. He was Arthur W. Puttee, now 84, who presented to TLC President Percy Bengough a photograph of the delegates to the convention of '98.*

*Mr. Puttee was the first trade unionist elected to the House of Commons. He was elected Winnipeg's sole member in the 1900 election and served one term, until 1904. At one time Mr. Puttee was editor of "The Voice", a labour paper.*

*In a brief speech of reminiscence, Mr. Puttee recalled the formation of the Department of Labour.*

insurance plan. During the debate on the committee's report, delegates pointed out that the workers were willing to assume a fair share of the cost and suggested that the executive determine before the next election the Government's intentions about a national health scheme.

## Housing

"We are disappointed at the Prime Minister's answer to our requests on housing," said Andrew Cooper, Canadian Vice-President of the United Brotherhood of Carpenters and Joiners of America, when presenting the report of the legislative committee, of which he was chairman. "We recommend that the Congress continue its efforts to obtain low-rental housing."

The committee's report termed the lack of housing and the growth of slum areas as the two worst dangers faced by the democracies. Delegates unanimously approved the report.

During the debate on the report, one delegate said the Government should make available money to municipalities for the provision of services.

A resolution endorsed by the convention urged the provision through the National Housing Act of mortgage money for both home building and purchase at not more than 3½ per cent interest. When a delegate complained that the resolution should read "no interest", Joseph Connolly, organizer of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, who was resolutions committee chairman, pointed out that as the resolution was worded the provision of loans at no interest was still possible.



## Immigration

The admission of immigrants to Canada while unemployment exists in the country was strongly protested. A convention resolution urged complete revision of the Government's immigration policy, restriction of immigration during the winter and placing of immigration under the Department of Labour.

The same resolution urged the creation of an immigration commission with equal representation from labour, management and the Government.

In the debate on the resolution, objection was taken by some delegates to workers from the United States taking over positions on Canadian projects, especially pipelines; to the refusal of American supervisors on such jobs to hire Canadian labour; and to the employment of minors for pipeline construction tasks.

One delegate warned the convention that to bar workers from the United States from coming to Canada to seek employment could result in Canadians being refused entry into the United States to work there.

Although the resolution was passed, many delegates expressed doubt that immigration should be curtailed. "We are suffering from emigration," one delegate said, "because so many Canadians are being attracted to the United States; we need immigrants."

Other comments were:—

"Let us allow the Government freedom to bring in the technicians we need."

"The feeling should not be that these people come here to take our jobs from us."

"I suggest settling immigrants in areas which can absorb them and the placing of defence contracts in such areas."

W. D. Kearns, of the Toronto District Trades and Labour Council, believed labour was not opposed to immigration but to "the flooding of the country with persons who will work for half the wages Canadians will work for."

Alfred Ward, Business Agent of a Toronto local of the United Brotherhood of Carpenters and Joiners of America, said the convention should make it clear that, while endorsing the resolution, labour supports an immigration policy. "We must have a greater labour force," he said. "The plan we should outline to the Government is the preparation of the immigrants before they come here. We welcome anyone with a skilled knowledge and we must go on record in favour of

a proper immigration policy. We don't want to restrict suitable immigrants from coming here."

## Communism

Three resolutions, all submitted by British Columbia unions, in slightly different words asked for removal from the Congress constitution of those sections that prohibit affiliation of communist-controlled unions and bar Communists from being delegates to TLC conventions. The committee on constitution and laws telescoped the three into one and recommended non-concurrence.

In support of its recommendations, the committee pointed to a statement appearing in the report of the executive council for 1952 that, discussing a Bill of Rights, said: "A Bill of Rights, however, should also provide against the misuse of these rights and freedoms by those who despise personal freedom and democracy and would erase all vestiges of both."

Delegates who spoke in favour of the resolution argued that, while they were opposed to communism, Communists who are trade unionists should have freedom to speak and that it is easier to deal with Communists when you can meet them face to face.

The resolution was rejected.

A few hours later, the convention turned down a resolution favouring the outlawing of the Communist Party, going counter to the recommendation of the resolutions committee.

The resolution, as amended and expanded by the committee, would have had the convention "go on record as favouring the outlawing of the Communist Party, the Labour-Progressive Party and any other organization aimed at destroying our democratic way of life". Joseph Connolly, Chairman of the resolutions committee, said the resolution was "consistent with Congress policy".

Only two of the 18 speakers who came to the microphones on the floor of the convention hall sided with the committee. The others were opposed because they feared Communists would be driven underground where they would be more dangerous than out in the open, they felt such a move would make martyrs of the Communists and because they believed it unwise to have a law banning a political party on the statute books since the same law could well be turned against trade unions themselves.

"Once you permit the Government to suppress a political party," said Bernard Shane, Canadian representative of the

International Ladies Garment Workers' Union, "there's no telling where it would stop and how would be next."

Russell Harvey attacked the resolution in these words:—

"You cannot legislate morals. You will have to beat communism in another way. It doesn't follow that to outlaw something you exterminate it."

The resolution, it was understood, was supported by the TLC executive. President Bengough had used a large part of his opening speech to attack the Communists (see box, p. 1179) and, speaking at the convention banquet the night before the resolution reached the floor, had said:—

"I hope the time will come when we can again welcome all workers, no matter their views." He told of meeting Czechoslovakian trade unionists at an international conference and hearing from them of conditions under communist domination. At that time, he said, he began to change his ideas about Communists.

### Labour Unity

Although described by the sponsoring union as a "must", a resolution calling for unity with other Canadian labour bodies was overwhelmingly voted down after TLC President Bengough delivered an attack on the Canadian Congress of Labour, charging it with attempting to undermine the TLC.

Supporters of the motion were few but voluble. One delegate declared that, unless there were unity, health insurance, housing and all the other things requested by the convention would not be obtained. Another pointed out that the legislative requests of the four major Canadian labour organizations were almost identical and that the reason they went unsatisfied was that the groups were divided when they approached the Government. "The mass of workers cannot understand why labour groups could not work as one," he said.

Before the vote was taken, Mr. Bengough told the convention what had occurred in the co-operative committee set up in early 1951 to present a united demand for a return of price controls. "For a time I felt we were getting places; but there were no results," he said. "Although the committee seemed to be a pretty good proposition, I took strong objections to the CCL, who were trying to use the committee to undermine this organization. It became impossible to operate that committee."

He also accused the CCL of going behind the Congress' back in an attempt to change the workers' representation at conferences of the International Labour Organization.

### Price Control

The convention re-affirmed its support of price controls and favoured the introduction of federal subsidies on essential food items. Approving a resolution submitted by a Saskatchewan union, the delegates also requested that all governments in Canada order the incorporation into basic wages of any cost of living paid to employees within the sphere of their jurisdiction.

### Peace

The federal Government was asked to step up its efforts to obtain peace through the United Nations and the North Atlantic Treaty Organization. Delegates emphasized that peace should not be based on "the Kremlin's terms".

"Let us not, in our desire for peace, let our defences down," cautioned Bernard Shane of the International Ladies Garment Workers' Union. "We want real peace, not peace dictated by Moscow."

The resolution adopted on peace was as follows:—

That the Trades and Labour Congress of Canada continue to urge the Government of Canada to work through the United Nations organization and the North Atlantic Treaty Organization towards world peace and that this convention urge the executive council to continue to strive for world peace through the medium of the International Confederation of Free Trade Unions and the ILO.

After the resolution had been approved, one delegate complained that it made no mention that "the greatest obstacle to peace is the Soviet Union."

### Annuities

Immediate introduction of previously announced amendments to the Annuities Act is sought by another resolution adopted at the convention. During the debate on the resolution, the Congress executive was asked—and promised—to try to find out what rate of profit is made by private insurance companies from the sale of group pension plans.

The promise was made after a delegate pointed out that workers would be in a better position to defend the Government's annuities policy against the "insurance companies' lobby" in opposition to the proposed amendments if they knew the profits of those companies.

### Old Age Pensions

The resolutions committee received five resolutions on old age pensions that it



combined into one urging the federal Government "to enact legislation for the purpose of improving old age and retirement pensions to provide for the payment of a pension at the age of 65 years for men and 60 for women." While two of the original resolutions specified a pension of \$60 per month, the one finally approved did not mention any amount.

Another resolution on this subject asked that widows whose sole support was their husband's pension be granted a pension from the time of their husband's death when they are not old enough to be eligible for the old age pension.

### Taxation

Without discussion, the delegates approved a resolution on taxation prepared by the resolutions committee by combining eight others. It called for:—

1. the deduction from personal income tax, up to 10 per cent of income, of all medical expenses and all prescribed drugs, including dental and optical treatment;

2. the deduction from personal income tax of the cost of all worker's tools—purchase price and maintenance expense—where they are essential to the worker's occupation;

3. the raising of exemptions to not less than \$3,000 for married persons, not less than \$1,500 for single persons and to \$500 for married women whose husbands work, and the raising of the allowance for children to \$300;

4. the lessening of income tax on lower income groups and its increase on higher income groups;

5. immediate institution of an excess profits tax on all corporate income;

6. exemption of family allowance receipts from taxation.

### Unemployment Insurance

Extended coverage of unemployment insurance to apply to "all workers gainfully employed in all occupations" was requested by the convention. Also sought was the removal of the regulation requiring seasonal workers to have made 180 contributions before being entitled to benefit. "So-called seasonal workers should be entitled to benefits under the same conditions as workers in other employment," the delegates declared.

Other resolutions dealing with unemployment insurance recommended a 50-per cent increase in benefits, elimination of the waiting period, the payment of benefits to workers "discharged during a legal strike" and an increase in the staff and

in the number of Unemployment Insurance Commission and National Employment Service offices.

The NES was criticized for "recruiting manpower to replace strikers or victims of lockout" and the TLC executive was asked to make representation to the Government to have the practice stopped.

Amendments to the Unemployment Insurance Act requested in another resolution were: insurance officers, where possible, should personally interview applicants for benefits before disqualifying them; the Umpire should devote his full time to the job and not have other judicial duties to perform; and regional or deputy umpires should be appointed.

A resolution recommending that unemployment insurance benefits be paid to workers unable to work because of illness was voted down after the resolutions committee explained that the intent of the Act was not to protect workers against all possible interruptions to employment.

Steps to speed up the administrative handling of claims and for improved services and facilities were also urged.

### Government Employees

Twenty resolutions dealing with wages, hours and working conditions of government employees were referred to the standing committee on government employees.

A resolution urging the TLC to continue to try to organize government employees and to seek recognition as bargaining agency for them was carried.

### Unfair List

The subject debated at greatest length during the TLC convention was a request for the withdrawal of an executive ruling dealing with the placing of firms on the non-patronage lists of Trades and Labour Councils. Discussions extended through parts of the Wednesday morning and afternoon sessions and did not end until Thursday morning.

At its March meeting, the TLC executive drafted the following ruling:—

No central council shall place an employer on a "We Do Not Patronize List" or "Unfair List" if such employer has in effect a contract of labour with any organization affiliated to this Congress, unless written consent is received from the organization that is party to the contract.

Two resolutions submitted to the convention asked withdrawal of the ruling. The committee on officers reports, to which the resolutions were referred, recommended rejection.



Supporters of the resolutions contended that the council on the scene, as the only group having all the facts, was the only one capable of deciding what action should be taken. The committee replied that the executive's action was consistent with the TLC constitution.

Delegates supporting the resolutions asserted that the ruling favoured employers and that a minority could and might block the organization of a large group within a plant. One speaker from the floor stated: "My local was built up by the use of the non-patronage list."

President Bengough answered a charge that the executive had erred by saying that the executive had acted "for the benefit of the majority". He was supported by Sam Herbst of the International Ladies Garment Workers' Union, who pointed out that as the executive was guided by the constitution in making its ruling, adoption of the resolution would be rejection of the clause in the constitution on which the executive decision was based.

Russell Harvey warned the delegates: "The blacklist is illegal; if we passed this resolution we would be classed as irresponsible." The Taft-Hartley Act in the United States, he pointed out, resulted from a reliance on the secondary boycott and blacklisting, which created conditions favourable to the introduction of "such repressive legislation".

The committee's recommendation of non-concurrence was upheld.

The executive ruling was made following a request by a small group of British Columbia office workers, unsuccessful in an attempt to gain union recognition, that the employer be placed on the unfair list. The firm's plant workers were organized and had a contract in effect with the employer.

### Federal Unions

Another resolution that provoked a long and sometimes bitter debate was one asking that federal unions directly chartered by the TLC be transferred to a national or international union in cases where a majority of members come under the jurisdiction of one of these groups. The resolutions committee recommended non-concurrence.

Supporters of the resolution argued that workers joined federal unions because the fees charged were lower than those levied by national and international unions. They also accused federal unions of attempting to sign up members who properly came within the jurisdiction of the internationals.

Robert Y. Menary, Canadian Vice-President of the International Moulders and Foundry Workers' Union of North America, a local of which sponsored the resolution, threatened at one stage of the debate to halt the payment by his union of the TLC per capita tax if the resolution were defeated.

TLC Organizer Max Swerlow told the convention that Congress organizers were instructed to (1) organize the unorganized; (2) respect jurisdiction; and (3) organize a federal union when circumstances prevent the organizing of an international union.

When the vote was taken, the committee's recommendation of non-concurrence was endorsed.

### Election of Officers

The entire Congress executive was returned to office. Two-way contests developed for only two vice-presidencies.

Returned by acclamation were President Percy R. Bengough, Secretary-Treasurer Gordon G. Cushing and Vice-Presidents James A. Whitebone, Claude Jodoin and William Jenoves. Carl Berg retained his seat as a vice-president by defeating James McDuffee, President of the Brandon District Trades and Labour Council, 276 votes to 193. Birt Showler was returned as a TLC vice-president by a margin of 293 votes to 178 over Sidney T. Weyburn, Vice-President of the Vancouver, New Westminster and District Trades and Labour Council.

J. B. Graham of the United Brotherhood of Carpenters and Joiners of America was unanimously chosen to be fraternal delegate to the American Federation of Labour. By four votes, S. A. Stephens of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers was elected fraternal delegate to the Trades Union Congress, defeating Harry Colnett of the Brotherhood of Painters, Decorators and Paperhangers of America.

Mr. Bengough has already served ten terms as President of the TLC.

### Other Resolutions

A resolution urging legislation that would make mandatory the payment of straight time rates to workers given time off on federal statutory holidays and of overtime rates to those working such days was referred to the TLC executive council with instructions that it approach the Government on the question. However, another resolution requesting that all recognized statutory holidays be "with pay" was endorsed.



**The re-elected officers of the Trades and Labour Congress of Canada: front row, left to right, Gordon G. Cushing, Secretary-Treasurer; Percy R. Bengough, CBE, President; William Jenoves, Ontario Vice-President; back row, left to right, Carl E. Berg, MBE, Prairie Vice-President; James A. Whitebone, MBE, Maritime Vice-President, Birt Showler, MBE, British Columbia Vice-President; and Claude Jodoin, Quebec Vice-President.**

Amendments to existing Labour Relations Acts to prohibit Labour Relations Boards from "interfering with the internal working of unions applying for certification" were called for but a resolution recommending the abolition of all such Boards was voted down.

A resolution favouring the declaration of federal and provincial election days as public holidays was rejected but one calling for the observance on a Monday of all holidays except Christmas Day, New Year's Day, Good Friday and Armistice Day was approved.

"All television should be left in the hands of the Canadian Broadcasting Corporation on the same basis as radio," declared a resolution unanimously approved. Another resolution requested a severe government censorship of television.

Prompted by a resolution submitted by a Manitoba local which described the

present TLC Platform of Principles as "partly obsolete," the resolutions committee attempted to redraft the principles, last revised at the 1951 convention. After once referring the committee's version back for further consideration, delegates voted to leave the revision to the executive with instructions that the new platform be submitted to next year's convention.

The convention approved resolutions which called for:—

Rewording of fair wage schedules accompanying government contracts "so that they compel an employer to adhere to union agreements effective in the district";

Action by the Government to prevent unemployment in the future, to give aid to under-developed countries, to expand foreign trade and to promote "the most equitable distribution of the wealth jointly produced";

A federal government agency to provide financial assistance for the establishment



of new industry where such industry would further the development of the country's natural resources;

Establishment of a labour college under TLC control;

A Bill of Rights that would "protect the rights of citizens, regardless of race or sex, to work; freedom of conscience and speech and assembly, to join an organization of their own choice; and other rights compatible with human dignity";

Public ownership of all telephone companies and nationalization of all telephone services;

An all-Canadian route for the contemplated natural gas pipeline from Western to Eastern Canada;

Full citizenship for Indians;

A federal statute requiring a newspaper which publishes a statement from either side in a labour dispute to make available

to the other side a similar amount of space in as prominent a location "at a similar price and without delay";

Legislation to ban from the Canadian market "obscene books, magazines and certain tabloid newspapers, together with improper photographs";

An amendment to the TLC constitution to ensure the collection of per capita tax for workers who are not union members but who pay fees under the Rand Formula;

More determined efforts by Eastern Canadian labour bodies to have minimum wage rates revised and "brought in line with the western provinces".

The convention rejected resolutions which:—

Insisted on a curtailment in the amounts being spent on war material;

Opposed taxation on income earned through overtime work.

## Union Label Trades Department Formed by Trades and Labour Congress of Canada

A Union Label Trades Department of the Trades and Labour Congress of Canada has been formed. Closely modelled after the similarly-named department of the American Federation of Labour, it came into being at a one-day convention in Winnipeg held the Sunday before the opening of the TLC's 67th annual convention.

Aim of the new organization, which will be a separate entity within the TLC, is "to promote a greater demand for products bearing a union label and for labour performed by union workers". It will also devise and recommend advertising for union label products.

An executive council with the same number of members as the TLC was named. The President is Claude Jodoin, who is also a Vice-President of the TLC. Vice-Presidents are: J. W. Burrows of Calgary Local 230, Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America; Sven Jensen, Canadian Vice-President of the Bakery and Confectionery Workers' International Union of America; Mrs. Emily Ross, Canadian Organizer of the United Garment Workers of America; Ed Smith, Secretary-Treasurer of the Union Label Trades Council of the Vancouver, New Westminster and District

Trades and Labour Council; and Tom C. Whitsed, Secretary of the Hamilton Allied Printing Trades Council and of the Hamilton Union Label Council. Secretary-Treasurer is Gordon G. Cushing.

Mr. Jodoin and Mr. Cushing gained their positions on the new Department's Executive Council by virtue of a convention decision that, for the first year at least, a TLC vice-president and the TLC secretary-treasurer be appointed President and Secretary-Treasurer, respectively. The five vice-presidents were elected unanimously by the convention.

First convention of its kind ever held in Canada, the meeting was presided over by Claude Jodoin and William Jenoves, TLC Vice-Presidents.

Explaining the reason for calling the convention, TLC Secretary-Treasurer Gordon G. Cushing reported that for many years resolutions had been passed at TLC conventions urging the establishment of a union label trades department. He told the delegates that the TLC Executive Council, prompted by such resolutions, had already set up a committee at Congress headquarters to promote greater patronage of union-label goods. He went on to describe the set-up of the Union Label Trades Department of the American Federation of Labour.





The Department of Labour exhibit at the TLC convention. W. Paul Graham of the Labour-Management Co-operation Service is seen handing a pamphlet to a delegate.

Once the convention had approved a resolution that a union label trades department be established, the delegates discussed a proposed constitution which the TLC Executive Council had drafted, using the constitution of the AFL Union Label Trades Department as a model. A constitution for the new department was quickly approved.

It provides that the Union Label Trades Department of the Trades and Labour Congress of Canada shall consist of international, national, provincial and directly-chartered local unions regularly chartered by and affiliated to the TLC using union labels, shop cards or buttons on the products of their members or to designate members therein; union label leagues or councils; and Trades and Labour Councils.

According to the constitution, the Department will hold its annual convention during the week prior to the annual TLC convention. The basis of representation is identical with that for annual conventions of the TLC.

Officers elected at this convention will serve until November 1, 1953, at which time the officers elected at the 1953 gathering will assume office.

In connection with the union label convention, a display of products bearing union labels was held in the Winnipeg Civic Auditorium, scene of all business sessions of the TLC convention. Booths sponsored by various unions using union labels remained on exhibition throughout the week-long convention.

The full text of the new ILO convention on Social Security is printed in the May-June issue of the *Bulletin* of the International Social Security Association, an autonomous organization that co-operates with the International Labour Organization. The convention was adopted, 123 votes

to 32 with 22 abstentions, at the ILO's 35th conference this summer. It divides social security into nine parts: medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivors' benefit.

# Lakehead Grain Elevator Dispute is Settled

## Few Hours Before Scheduled Start of Strike

Dr. Arthur MacNamara, Deputy Minister of Labour, mediated terms of new agreement

Settlement in the dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and 15 elevator companies, which threatened to tie up grain shipments at the Lakehead, was effected by Dr. A. MacNamara, federal Deputy Minister of Labour, who acted as special mediator.

Settlement was announced by the federal Labour Deputy after repeated efforts to break the deadlock a few hours before the strike deadline set for 8 a.m., September 18.

This settlement means that Canada's all-time record wheat crop will move from the prairies free from interruption or involvement in a critical industrial dispute.

The dispute arose out of negotiations for the revision of existing collective agreements. Principal issues involved were union requests for a reduction in the work-week from 48 to 40 hours, with no reduction in take-home pay; a general wage increase of 40 cents an hour, retroactive to January 1, 1952; and the union shop, with compulsory check-off of union dues.

A Board of Conciliation and Investigation was established by the Minister of Labour to deal with the matter but the union rejected the Board's recommendations (L.G., Sept. 1952, p. 1209) and set a strike date. The Deputy Minister of Labour arranged further meetings between the parties to the dispute and, as a result of the negotiations, settlement was reached just before the strike deadline.

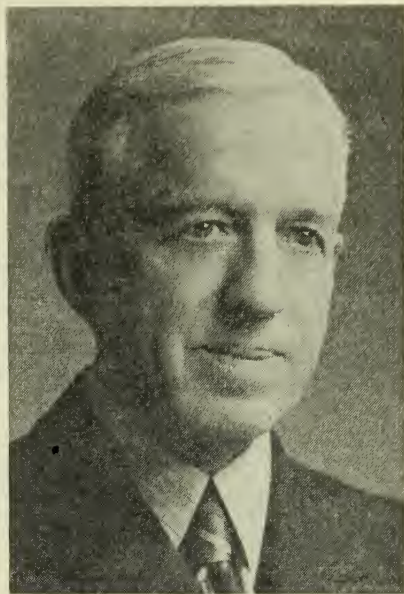
Major terms of settlement were:—

1. The standard work week shall be reduced from 48 to 40 hours a week from August 1, 1952.

2. The basic rate of pay for hourly rated men shall be \$1.35 per hour effective September 16, 1952, which includes an increase of 20.4 cents per hour as compensation for the loss caused by the shorter work week.

3. The existing differentials in pay rates for hourly rated men shall be maintained.

4. Six cents of the increase shall be retroactive to January 1, 1952, until July 31, 1952.



Settled It

5. Monthly rated men shall be paid overtime for hours worked in excess of 40 hours per week effective from August 1, 1952, at time and a half.

6. Monthly rated men shall be paid an increased monthly rate, said increase to be proportionate to the increase paid hourly rated men less the 20.4 cents of increase granted to compensate for reduced work week, leaving 12.6 cents less 10 cents granted September 1, 1952.

7. The agreement shall continue in effect until December 31, 1953, subject to a cost-of-living adjustment.

Three points were left undecided and subject to future negotiation. These are: degree of union security, inclusion of watchmen in the terms of agreement and the request for two additional holidays with pay.

It was agreed that, should these points fail to be settled, they should be submitted to arbitration.



# Anti-Discrimination Clause Inserted in All Federal Government Contracts

Minister of Labour announces passage of Order in Council to include in all government contracts clause prohibiting discrimination in the employment of labour because of race, nationality, colour or religion

Hon. Milton F. Gregg, Minister of Labour, announced that the federal Government has ordered the inclusion of a clause prohibiting discrimination in the employment of labour because of race, national origin, colour or religion, in all contracts made by the Government of Canada for construction, remodelling, repair or demolition of public buildings or other works, or for the manufacture and supply of equipment, materials and supplies.

The announcement was made in a telegram from the Minister to the convention of the Canadian Congress of Labour in Toronto on September 25.)

Order in Council P.C. 4138 providing for the inclusion of the anti-discrimination clause in government contracts becomes effective January 1, 1953.

The clause will read as follows:—

(1) In the hiring and employment of labour for the execution of this contract the contractor shall not refuse to employ or otherwise discriminate against any person in regard to employment because of that person's race, national origin, colour or religion, nor because the person has made a complaint or given information with respect to an alleged failure to comply with the provisions of this clause.

(2) If any question arises at any time as to whether or not there has been a failure on the part of the contractor to comply with the provisions of this clause,

the Minister or Deputy Minister of Labour or any other person designated by the Minister of Labour for the purpose shall decide the question, subject to sub-clause 5, and his decision shall be final for the purpose of this contract.

(3) The contractor shall make available to the Minister or Deputy Minister of Labour or any person instructed by the Minister or Deputy Minister of Labour to inquire into any complaint of non-compliance with the provisions of this clause or to otherwise make inquiries as to compliance by the contractor with the provisions thereof, his books and records and shall furnish to him such additional information as is required by him for the purposes of the inquiry.

(4) Failure of the contractor to comply with any of the provisions of this clause shall constitute a material breach of the contract.

(5) If the contractor is dissatisfied with a decision under sub-clause 2 of this clause, he may, within 30 days after the decision was made, request the Minister of Labour to refer the question to a judge, and thereupon the Minister of Labour shall refer the question to a judge of a superior, county or district court, whose decision is final for the purposes of this contract.

Labour unions and religious bodies united in commendation of the Canadian Government's decision to insert the above anti-discrimination clause into all federal contracts.



# The Normal Work Week in 29 Canadian Cities, October, 1951

Survey reveals that proportion of plant workers on five-day week is greater in more highly industrialized centres, that higher proportion of office employees than plant workers are on a five-day work week

The length of the work week in Canadian manufacturing in terms of both hours and days is steadily decreasing (L.G., June, 1952, p. 708).

By October 1, 1951, the average work week for plant workers in manufacturing was 43.6 hours and for office workers 38.6. The five-day week was in effect for 70 per cent of the plant employees and 76 per cent of the office workers. Tables 1 and 2 give, for plant and office workers respectively, details of the normal work week in 29 metropolitan areas. These centres

account for over two-thirds of the total plant workers in Canadian manufacturing establishments covered in the annual survey of wages and working conditions and more than four-fifths of the office employees covered.

Table 1 reveals that, generally, the proportion of plant workers on a five-day week is greater in the more highly industrialized centres. In four major cities, Montreal, Toronto, Hamilton, and Vancouver, four-fifths or more of the plant employees were

**THE NORMAL WORK WEEK: OFFICE EMPLOYEES IN MANUFACTURING: BY CITY  
OCTOBER 1951**

City <sup>(1)</sup>	Number of Employees	Percentage of Employees on a Normal Work Week of:					Percentage of Employees on a:	
		Less than 37½ Hours	37½ Hours	Over 37½ and Under 40 Hours	40 Hours	Over 40 Hours	5-Day Week	5-day Week of 37½ Hours or Less
		%	%	%	%	%	%	%
Halifax.....	2,032	5.9	5.7	70.5	1.1	16.8	7.5	6.3
Saint John.....	355	10.4	9.3	25.9	25.4	29.0	34.9	9.6
Quebec.....	1,779	43.9	7.0	21.6	12.9	14.6	49.2	39.1
Sherbrooke.....	907	7.8	3.5	34.8	7.1	46.8	16.4	8.8
Trois-Rivières.....	547	35.2	.4	16.6	1.6	46.2	16.3	14.1
Montreal.....	32,141	24.4	40.5	15.4	11.9	7.8	86.0	62.3
Ottawa—Hull.....	2,375	41.2	8.3	33.4	7.9	9.2	56.4	47.7
Peterborough.....	1,904	6.1	8.1	8.5	72.1	5.2	92.7	14.3
Oshawa.....	2,262	16.5	5.3	3.5	72.9	1.8	98.3	21.8
Toronto.....	41,464	17.3	50.2	14.6	14.6	3.3	93.5	66.3
Niagara Falls.....	1,033	4.2	58.9	8.6	27.1	1.2	95.7	62.8
St. Catharines—Welland.....	3,298	42.3	19.7	8.8	25.3	3.9	94.4	61.6
Hamilton.....	7,341	25.1	19.1	32.1	21.0	2.7	90.0	39.5
Galt—Preston.....	1,084	26.5	20.8	9.9	36.2	6.6	91.4	47.0
Brantford.....	2,345	38.3	42.0	8.5	9.2	2.0	95.4	78.8
Kitchener-Waterloo.....	1,969	10.7	44.0	31.1	12.3	1.9	90.5	53.5
Sudbury.....	143	17.5	1.4	7.7	2.8	70.6	9.1	3.5
London.....	2,750	31.2	22.6	17.4	21.0	7.8	76.6	43.8
Sarnia.....	1,903	69.4	1.1	2.3	26.0	1.2	96.5	70.5
Windsor.....	5,998	8.2	23.9	1.8	64.2	1.9	95.1	31.7
Sault Ste. Marie.....	477	12.6	4.8	63.5	16.4	2.7	75.7	17.0
Fort William—Port Arthur.....	562	28.5	13.2	12.3	.....	46.0	17.3	17.3
Winnipeg.....	3,677	21.1	7.4	19.0	27.3	25.2	43.1	16.4
Regina.....	387	19.1	2.6	29.7	21.2	27.4	32.8	14.2
Saskatoon.....	396	1.3	.....	21.2	26.8	50.7	15.2	1.3
Edmonton.....	1,541	4.7	7.4	9.0	44.3	34.6	60.6	8.2
Calgary.....	1,188	1.5	7.0	18.4	47.5	25.6	43.8	7.6
Vancouver.....	5,260	11.6	31.5	11.7	27.0	18.2	63.9	34.7
Victoria.....	975	25.1	43.3	4.2	9.2	18.2	54.8	50.6

(1) Data for greater areas are included in the case of the larger cities.

on a five-day schedule. An even greater proportion of employees on a five-day week are found in such centres as Oshawa, Windsor, Kitchener-Waterloo, and Galt-Preston where the predominating influence of a few major industries is reflected.

In 16 of the centres listed, one-third of the plant workers were on a schedule of 40 hours or less; in only six of the areas were as many as one-third of the workers on a schedule of over 45 hours. The proportion of workers on a week of less than 40 hours was very small. Of those on a week of over 45 hours the greatest number were on a 48-hour schedule.

A higher proportion of office employees than plant are on a five-day schedule; details are shown in Table 2. In all but seven of the centres listed, one-third or more of the employees were on a five-day week; in 11 centres (all in Ontario and covering 55 per cent of the office

employees in manufacturing in the cities shown) the proportion was 90 per cent or more. Closely following was the metropolitan area of Montreal (accounting for one-quarter of the total employees shown) where 86 per cent were on a five-day schedule.

The proportions of office employees working 37½ hours or less per week ranged from just over one per cent in Saskatoon to almost 70 per cent in Sarnia. In most centres where the five-day week was predominant for office staff, a normal work week of 37½ hours or less was also predominant. Notable exceptions to this tendency were found in Peterborough, Oshawa, Hamilton, Sault Ste. Marie, and Vancouver. In the first two of these, the 40-hour week was worked by the majority of "white collar" employees and in the others, as may be seen in Table 2, no specific length of work week was clearly predominant.

### THE NORMAL WORK WEEK: PLANT EMPLOYEES IN MANUFACTURING: BY CITY OCTOBER 1951

City <sup>(1)</sup>	Number of Establishments	Number of Employees	Percentage of Employees on a Normal Work Week of:				Percentage of Employees on a:	
			40 Hours or Less	Over 40 and Under 44 Hours	44 to 45 Hours	Over 45 Hours	5-Day Week	5-day Week of 40 Hours or Less
			%	%	%	%	%	%
Halifax.....	71	5,773	13.0	3.3	62.3	21.4	16.6	13.0
Saint John.....	32	2,302	8.3	.....	44.0	47.7	21.9	5.2
Quebec.....	99	13,133	18.6	15.5	17.2	48.7	56.8	17.1
Sherbrooke.....	36	6,587	30.6	.....	30.4	39.0	71.0	30.6
Trois-Rivières.....	23	6,222	1.5	3	20.5	77.7	17.2	1.1
Montreal.....	1,010	121,971	35.1	11.5	33.1	20.3	79.9	34.2
Ottawa—Hull.....	116	9,421	21.9	8.0	30.1	40.0	51.0	20.9
Peterborough.....	40	7,879	3.5	72.2	18.9	5.4	87.9	2.9
Oshawa.....	25	11,736	13.5	71.1	13.7	1.7	96.5	13.5
Toronto.....	1,150	113,462	45.9	25.4	22.8	5.9	88.8	44.5
Niagara Falls.....	36	5,494	58.3	16.0	20.0	5.7	77.6	42.2
St. Catharines—Welland.....	75	17,061	34.9	25.2	23.2	16.7	83.6	34.9
Hamilton.....	199	43,336	75.7	3.6	13.4	7.3	90.0	75.4
Galt—Preston.....	61	6,355	4.4	1.1	68.5	26.0	97.3	4.4
Brantford.....	66	12,893	63.0	4.7	24.5	7.8	92.9	62.9
Kitchener—Waterloo.....	101	13,487	24.3	4.1	55.6	16.0	95.1	24.3
Sudbury.....	16	821	13.4	.....	21.6	65.0	17.7	13.4
London.....	105	12,054	43.4	13.2	28.1	15.3	89.1	42.6
Sarnia.....	16	5,710	79.2	8.4	6	11.8	88.0	79.2
Windsor.....	98	23,542	78.9	11.1	7.3	2.7	96.1	78.1
Sault Ste. Marie.....	16	7,340	89.5	.....	4.8	5.7	84.6	80.5
Fort William—Port Arthur.....	25	5,790	18.4	.....	59.0	22.6	4.7	4.7
Winnipeg.....	278	16,119	38.2	22.1	28.5	11.2	64.5	36.4
Regina.....	40	1,734	41.3	21.6	18.9	18.2	56.4	40.9
Saskatoon.....	27	1,391	20.3	17.9	58.6	3.2	29.6	14.4
Edmonton.....	87	5,509	33.8	26.1	27.7	12.4	55.3	24.2
Calgary.....	72	4,192	44.0	22.7	19.3	14.0	48.2	31.9
Vancouver.....	388	28,708	79.1	5.9	12.9	2.1	82.1	77.8
Victoria.....	49	2,698	65.5	2.4	32.1	.....	63.5	60.9

(1) Data for greater areas are included in the case of the larger cities.

# Legislation Enacted by Canada's 21st Parliament, 5<sup>th</sup> and 6<sup>th</sup> Sessions

Amendments to Unemployment Insurance Act increase benefits, reduce waiting period and extend period for payment of supplementary benefit

At the fifth session, from October 9 to December 29, 1951, Parliament passed the Old Age Security Act, which came into effect on January 1, 1952. By an amendment to the Combines Investigation Act, the practice known as resale price maintenance was prohibited. An amendment to the Bills of Exchange Act made it possible for banks to operate on a five-day week.

The sixth session began on February 28 and adjourned on July 4. An amendment to the Unemployment Insurance Act increased benefits, reduced the waiting period, and made other substantial changes. The Government Employees Compensation Act was amended to give protection to government employees exposed to the hazards of occupational diseases not previously compensable. A new War Veterans Allowance Act provides for assistance to veterans able to obtain intermittent employment as well as increasing the assistance previously available under the Act.

## FIFTH SESSION

### Old Age Security

Carrying out the main recommendation of the Parliamentary Committee on Old Age Security in its report of June, 1950, Parliament passed the Old Age Security Act providing for a monthly pension of \$40 for every person in Canada who has attained the age of 70 years and who meets the residence requirements set out in the Act. A part of the plan had already been embodied in legislation by the passing of the Old Age Assistance Act at the previous session to come into force at the beginning of 1952. The new Act, a purely federal measure administered through the Department of National Health and Welfare, was made possible by an amendment to the B.N.A. Act in May, 1951. (L.G. 1951, p. 1264).

To meet the residence requirement, a person must have resided in Canada for the 20 years immediately preceding the day on which his application is approved, or if not, must have been present in Canada prior to those 20 years for an aggregate period at least equal to twice the aggregate periods

of absence from Canada during the 20 years, and have resided in Canada for at least one year immediately before approval of his application. For the purpose of establishing proof of age, the Act authorizes the Minister of National Health and Welfare to obtain information from census returns from the Dominion Bureau of Statistics for any census taken more than 30 years before the date of the request.

When a person who is receiving the pension leaves Canada, his pension is suspended immediately following the payment for the month in which he leaves the country and is resumed when he returns. If he returns within six months from the time he left Canada, the pension, on being resumed, may also be paid for a period of absence not exceeding three months in any calendar year.

The Governor in Council is empowered to make regulations for carrying out the purpose of the Act. Particularly, he may prescribe the time, manner and form of making application, the information and evidence to be furnished, and the procedure for dealing with applications. He may also define residence in Canada and determine what interval of absence from Canada will not be considered to have interrupted residence in Canada. Regulations may also provide for the administration of a pension by a person or agency on behalf of a pensioner who is incapable of managing his own affairs. Regulations were gazetted January 9.

To finance the pension plan, the Act imposes an Old Age Security tax of two per cent on all goods in respect of which sales tax is payable under Section 86 of the Excise Tax Act; an Old Age Security tax of two per cent of taxable personal income, not to exceed \$60; and a corporation income tax of two per cent. These taxes were imposed from the beginning of 1952 except that for the taxation year 1952 the Old Age Security Tax on personal income is one per cent, with a maximum of \$30.

Simultaneously, the sales tax already imposed under the Excise Tax Act was reduced from ten to eight per cent, so



that the total sales tax levied was not increased by the new Old Age Security Tax.

Revenue from these special taxes is to be placed in an account of the Consolidated Revenue Fund to be known as the Old Age Security Fund, from which pensions are to be paid. Loans may be made to the Fund from the Consolidated Revenue Fund if necessary. The Minister of Finance is required to report annually to Parliament the loans made to the Fund and whether the Fund will be sufficient in the ensuing year to meet the charges on it and if not, what measures he recommends for increasing the revenues of the Fund.

### Prohibition of Resale Price Maintenance

The Combines Investigation Act was amended by adding a new section which prohibits the practice of resale price maintenance.

The amendment implemented the report of a committee appointed by the Minister of Justice in June, 1950, of which the chairman was Mr. Justice J. H. MacQuarrie of the Supreme Court of Nova Scotia, and the members were Dr. W. A. Mackintosh, Principal of Queen's University; Professor Maurice Lamontagne, Assistant Director of the Department of Economics, Laval University; and George F. Curtis, Dean of the Faculty of Law of the University of British Columbia. By its terms of reference the committee was asked to study in the light of present-day conditions, the purposes and methods of the Combines Investigation Act and related Canadian statutes and the legislation and procedures of other countries, and to recommend what amendments, if any, should be made to Canadian legislation to make it a more effective instrument for encouraging and safeguarding a free economy.

In the fall of 1951, at the request of the Government, the committee submitted the part of its report dealing with the subject of resale price maintenance. This interim report, tabled on October 12, recommended that the practice of resale price maintenance should be prohibited. A committee of both Houses was set up, in accordance with a motion of the Minister of Justice adopted November 6, to consider the report and appropriate amendments to the Act.

The joint committee made its final report on December 7 and a Bill was introduced on December 10. The Minister of Justice, speaking on the motion for second reading on December 17, defined resale price maintenance as follows:

There are two kinds of resale price maintenance. First, rival suppliers

whether manufacturers or distributors may agree among themselves to maintain prices of comparable articles at agreed levels at various stages of distribution. This is commonly referred to as horizontal resale price maintenance and, generally speaking, it is already an offence under the Combines Investigation Act. That is to say, it takes place largely horizontally, as it were, among all the dealers in a certain trade.

The second kind takes place when a single manufacturer prescribes the prices at which his goods are to be sold or resold at the various stages of distribution. That is, he steps down out of his own level to suggest to those at either a lower or higher level, depending on one's viewpoint, the basis at which they can sell or resell his goods. Therefore this type of resale price maintenance is commonly referred to as vertical resale price maintenance, as distinguished from the horizontal type to which I referred a moment ago.

This vertical resale price maintenance may or may not be forbidden by the present terms of the Combines Investigation Act, depending upon the particular circumstances of the case which comes before the courts. In most cases, however, it will not be illegal under the Act as it now stands. It is this later type of vertical resale price maintenance which the MacQuarrie committee studied and reported against, and with which the Bill now before us is concerned.

The amendment, which received Royal Assent on December 29, forbids a person engaged in manufacturing, supplying or selling articles or commodities to fix specific or minimum resale prices for such articles or commodities, or to refuse to sell or supply goods to any person who refuses to sell the goods or commodities at such fixed prices, or who has sold them or offered them for sale for less. Every person who violates these provisions is guilty of an offence and is liable on conviction to a penalty not exceeding \$10,000 or to two years' imprisonment, or, if a corporation, to a penalty of not more than \$25,000. The Commissioner under the Act is given authority to institute and conduct an inquiry into resale price maintenance and may exercise the same powers as in an inquiry to determine whether a combine exists.

### Five-Day Week in Banks

An amendment to the Bills of Exchange Act provides that, in all matters relating to bills or notes, if the time for doing any act falls on a Saturday, that time is deemed to fall on the next business day. The new section further stipulates that, notwithstanding this provision, cheques may be presented and paid on a Saturday if the bank is open.

The purpose of the amendment was to enable chartered banks to operate on a five-day week, Monday to Friday, if they

should desire to do so. In speaking on the motion for second reading of the Bill, the Parliamentary Assistant to the Minister of Finance said that the management of the Canadian banks had found it increasingly difficult to secure competent staffs for their offices across Canada, especially in the larger cities, because of the competition of other establishments employing clerical help which are on the five-day week. Up to the passing of the amendment, the banks regarded certain provisions in the Bills of Exchange Act as prohibiting them from closing on Saturday morning.

### Bills Not Passed

A Government Bill to amend the Government Annuities Act was introduced but not proceeded with.

Two private members' Bills did not get beyond first reading. A proposed amendment to the Industrial Relations and Disputes Investigation Act would have provided for the voluntary revocable checkoff of union dues. This Bill was identical to the checkoff Bills introduced by the same member at previous sessions.

The other Bill, "An Act to promote Fair Employment Practices in Canada," would have prohibited discrimination on account of race, creed, colour, ancestry or origin in respect of employees engaged in undertakings within the legislative authority of the Parliament of Canada. It would have forbidden discriminatory practices by employers, trade unions or employment agencies. The substantive terms of the Bill and the method of enforcement are the same as those provided in the Ontario Fair Employment Practices Act of 1951.

## SIXTH SESSION

### Unemployment Insurance

Amendments were made to the Unemployment Insurance Act with regard to rates of benefit, waiting days, the period of entitlement for supplementary benefits and to various administrative matters. Five of the amendments are of particular importance.

The first of these amendments, which came into effect by proclamation on July 14, raised the rates of benefit. There was no increase in the rates of contribution. The highest benefit payable for a person with a dependant, formerly \$21 a week (\$3.50 a day), is now \$24 a week (\$4 a day). The maximum benefit in 1940, when the Unemployment Insurance Act was enacted, was \$14.40. This was raised in 1948 to \$18.30 and in 1950 to \$21. The benefit rates have thus in some measure reflected rising wage rates and living costs. All four major labour groups in Canada in their 1952 representations to the federal Government requested an upward revision of benefit rates.

A table showing the old and new benefit rates is set out below. Only the two lowest classes (\$4.20 and \$6 weekly for a person without a dependant, \$4.80 and \$7.50 for a person with a dependant) were not increased. The Minister of Labour stated in the debate on first reading of the Bill that these rates are already about 83 per cent of the average pay of the employees concerned. To increase the percentage would result in over-insurance.

Weekly Earnings	Rate of Benefit			
	Person without a dependant		Person with a dependant	
	Old rate	New rate	Old rate	New rate
Less than \$9.00 .....	\$ 4.20	\$ 4.20	\$ 4.80	\$ 4.80
\$ 9.00 to \$14.99 .....	6.00	6.00	7.50	7.50
15.00 to 20.99 .....	8.10	8.70	10.20	12.00
21.00 to 26.99 .....	10.20	10.80	12.90	15.00
27.00 to 33.99 .....	12.30	12.90	15.60	18.00
34.00 to 47.99 .....	14.40	15.00	18.30	21.00
48.00 or more .....	16.20	17.10	21.00	24.00

The sections and tables dealing with regular and supplementary benefits were simplified. Supplementary benefit rates, however, were not changed.

A second amendment, and again one requested by labour unions, reduced the waiting period by three days. Before the amendment, the Act provided that an insured person was not entitled to benefit for the first eight days of unemployment

in a benefit year. In addition to the eight "waiting" days, there is at the beginning of a period of unemployment what is known as a non-compensable day. The period which must elapse before benefit becomes payable now consists of five waiting days and the one non-compensable day.

A third major amendment permits the Commission to make regulations deferring the waiting days in a second or subsequent



benefit year under certain conditions. Formerly, the waiting days had to be served at the commencement of every benefit year. Now, subject to the claimant meeting the conditions, the waiting days in benefit years other than the first may be postponed from the beginning until later in that benefit year.

The period during which supplementary benefit may be paid was extended two weeks by a fourth amendment. The Act was amended in February, 1950, to provide for the payment of supplementary benefit to persons who had lost their employment during the winter months and were not entitled to regular benefits (L.G. 1950, p. 532). Experience had shown that, because of the seasonal pattern of unemployment, the period within which supplementary benefit may be paid (January 1 to March 31 in each year) was too short. It may now be paid in any year between January 1 and April 15 for not more than one period of entitlement.

The fifth amendment incorporated into the Act itself the non-discrimination policy of the Commission already embodied in the regulations which govern the National Employment Service. The new provision is as follows:—

It shall be the duty of the Commission to ensure that there shall be no discrimination in referring any worker seeking employment, subject to the needs of the employment, either in favour of, or against any such worker, by reason of his racial origin, colour, religious belief or political affiliation.

Among the other amendments were revisions of the penalty clauses. With regard to penalties for contravention of or non-compliance with the provisions of the Act or regulations, the maximum fine of \$250 is unchanged, but a minimum has now been set, consisting of \$25 for the first conviction and \$50 for any subsequent one. The prison term which may be imposed as well as the fine or instead of it remains a maximum of three months.

The fines for misrepresentation or making false statements with a view to obtaining benefit or to avoiding or enabling any person to avoid payment of contributions were raised for repeated offences against the Act. The fines for first offences remain a minimum of \$15 and a maximum of \$100, but for subsequent convictions a minimum fine of \$25 and a maximum of \$250 may be imposed. As before, a prison term of three months may be an additional or alternative penalty. Certain changes in procedure were intended to simplify court action and to reduce costs.

Another amendment specified that, where benefit has been erroneously obtained, the person receiving it is no longer liable to repay it unless it was obtained through false statement or misrepresentation.

Another new provision stipulates that any day for which an insured person is disqualified as a penalty for obtaining benefit by fraud shall be deemed to be a day for which he received benefit. Previously, if the claimant was disqualified from benefit for a certain number of days, and his period of unemployment was longer than his period of entitlement to benefit, the disqualification merely meant a postponement of benefit. The new provision, which requires that any day of disqualification is to be counted as one of the days on which the claimant was entitled to benefit, will actually reduce the benefit to which he is entitled rather than merely postponing it.

The new sections of the Act providing for the reduction of the waiting period, the deferring of the waiting days in a second or subsequent benefit year and the extension of the supplementary benefit period were proclaimed in effect from July 14; other sections noted above came into force from July 4, the date of Royal Assent.

### Government Employees' Compensation

The Government Employees Compensation Act was amended to provide for compensation to employees of the federal Government who contract a disease due to their employment, where the disease is not compensable under the law of the province in which they work.

Before being amended, the Act provided for the payment of compensation to federal employees in accordance with individual provincial Workmen's Compensation Acts, the only exceptions being hospital employees and nurses exposed to tuberculosis. These were eligible for compensation even if tuberculosis was not recognized as a compensable industrial disease in the province in which they worked.

As amended, the Act now provides that in the case of any government employee whose disability or death is the result of a disease which is not an industrial disease, but which is "due to the nature of his employment and peculiar to or characteristic of the particular process, trade or occupation in which he was employed at the time the disease was contracted", compensation may be paid to him or his dependants. Regulations will prescribe the conditions and amount of payment. It was stated in the debate on the Bill that the regulations, besides continuing the provisions for hos-



pital employees and nurses, will make possible the payment of compensation to employees in federal government laboratories, especially animal disease laboratories, and in animal disease field inspection work. Diseases which might be contracted by such employees have not been recognized as industrial diseases in Quebec, New Brunswick, Nova Scotia, Prince Edward Island or Newfoundland.

### War Veterans' Allowances

The War Veterans' Allowance Act, 1952, repeals and replaces the 1946 enactment under which allowances were payable to veterans who, after the age of 60 years, are unable to maintain themselves or whose resources are extremely limited. The maximum allowances which may be paid have been increased. For example, a married veteran may now receive up to \$90 a month, an increase of approximately \$19.

A new feature of the Act, effective August 1, 1952, is a provision under which veterans who are able to maintain some employment may receive assistance and still be encouraged to take employment when they can do so. A veteran who is unable to maintain himself by following his former ordinary occupation but is capable of taking light or intermittent employment may, if he is unemployed, apply for an allowance during the period of his unemployment. His maximum allowable income is calculated on a monthly rather than a yearly basis. That is, a married veteran may receive up to \$90 in a month in which the total income of himself and his wife, including the allowance, does not exceed \$100. Regulations issued under the Act are reported in this issue on p. 1233.

### Combines Legislation

Following the tabling in the House on April 9 of the final report of the MacQuarrie Committee on combines investigation, an Act to amend the Combines Investigation Act and the Criminal Code was passed, giving effect in large measure to the committee's recommendations. The main change concerned the administration of the Act. Instead of a combines commissioner with the dual responsibility of making investigations and reporting to the Minister, the amendment provides for a director of investigation and research to carry out

an inquiry and for a "Restrictive Trade Practices Commission" to study the facts and report on them with recommendations. The Act will come into effect on proclamation.

### Victoria Day Holiday

An amendment to the Victoria Day Act, which will come into force on January 1, 1953, provides that Victoria Day will always be observed throughout Canada on a Monday. This legal holiday will fall every year on the first Monday immediately preceding May 25.

### Emergency Powers

Upon the resolutions of both Houses of Parliament, the sections of the Emergency Powers Act granting emergency powers to the Governor in Council, which expired on May 31, 1952 (L.G. September, 1951, p. 1263) are continued in force until May 30, 1953.

### Bills Not Passed

The results of the examination and study of the Criminal Code authorized in 1949 were reported to the Minister of Justice by the Royal Commission on Revision of the Criminal Code; they were tabled on April 7. Bill H8, based on the Commission's draft code, was introduced in the Senate, and, after second reading, was referred to the Senate Committee on Banking and Commerce, which recommended that the Bill should not be further dealt with at the current session. It has, therefore, been carried over to the fall session.

Bill P-11, An Act Relating to Trade Marks and Unfair Competition, was introduced in the Senate and, after second reading, was referred to the Senate Committee on Banking and Commerce. The Government Leader in the Senate, on introducing the Bill, said that the Government did not intend to proceed with the Bill at this session but that it had been brought down so that it might be studied by all persons interested; the Government's plan was to reintroduce it at the next session.

A check-off Bill and a Fair Employment Practices Bill identical to those introduced at the fifth session were again introduced by the same private members but did not get beyond first reading.

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British Columbia's male farm help are the highest paid in Canada, the average wages being \$5.90 a day or \$107 a month with board and \$7.20 a day or \$135 a month without board.

# Labour Organization in Canada, 1952

Today more Canadian workers belong to trade unions than ever before:  
more than 1,100,000 union members in Canada at the beginning of 1952

There were 1,146,121 members of labour organizations in Canada at the beginning of 1952, according to the forty-first annual survey of the Canadian Department of Labour.

Many unions covered by earlier surveys reported gains in membership. However, the increase of 117,600 over the 1951 figures results in part from an increase in the coverage of the survey. The current report includes returns from independent groups having a total membership of 24,350 which, although previously in existence, were not included in earlier surveys.

More Canadian workers are members of labour unions today than at any other time. Not only is union membership at its highest level numerically, but the proportion of workers who belong to labour organizations is greater than in any previous period. In 1911, the year of the first published survey of the Department, less than one-tenth of non-agricultural paid workers were members of labour organizations. In contrast, slightly more than 30 per cent of present-day non-agricultural paid workers belong to labour unions.

Almost half of Canadian union members are employed in the manufacturing industries and almost another quarter are employed in transportation, storage and communication. There is a contrasting situation in these two industry groups, however, since only about 40 per cent of the workers in manufacturing are union

members while in transportation, close to two-thirds of the workers belong to unions. The importance of unions in the other industry groups varies: large sections of the workers in the logging, mining, and construction industries are unionized; on the other hand, unions do not bulk large in trade, finance and services.

Unions active in Canada include 108 international and 62 national and regional organizations, which take in nine of every 10 trade unionists. Directly chartered and independent locals account for the remaining one worker in ten. The internationals have in their membership seven out of every ten Canadian unionists as compared with two out of every ten who belong to national or regional organizations. The majority of unions in Canada have 5,000 or fewer members but, in total, these account for less than 20 per cent of the Canadian membership. More than one-half are in 19 unions, each having 15,000 or more members.

One hundred and twenty-five international, national and regional unions are affiliated with one or other of the three Canadian labour congresses—the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the Canadian and Catholic Confederation of Labour. The total membership of the unions and directly chartered locals of each of the congresses is given in the following table, which shows the membership of both congress affiliates and independent unions.

## UNION MEMBERSHIP IN CANADA, JANUARY 1, 1952

Congress Affiliation	Membership
Trades and Labour Congress of Canada.....	522,965
AFL and TLC.....	430,966
TLC only .....	91,999
Canadian Congress of Labour.....	330,778
CIO and CCL.....	228,522
CCL only .....	102,256
International Unions not affiliated with a Canadian Congress:	
AFL only .....	9,555
CIO only .....	2,000
International Railroad Brotherhoods.....	41,385
Other Independent International Unions.....	62,592
Canadian and Catholic Confederation of Labour.....	89,013
National and Regional Unions not affiliated with a Canadian Congress.....	79,376
Unaffiliated Local Unions.....	8,457
Total .....	1,146,121

# Newfoundland Federation of Labour

## Holds Sixteenth Annual Convention

Major resolutions approved at week-long convention request amendments to workmen's compensation, labour relations, unemployment insurance legislation. Enactment of a provincial minimum wage act also sought

Increases in workmen's compensation benefits, the right to have officers of international unions appear before the provincial Labour Relations Board and the enactment of a provincial minimum wage act were among the more important requests in resolutions approved by the Newfoundland Federation of Labour (TLC) during its week-long 16th annual convention at Corner Brook, Newfoundland, July 14 to 19. In addition to delegates from provincial unions, representatives from the mainland and the United States were present.

Amendments to the Labour Relations Act were requested by the Federation to allow officers of international unions to appear before the Labour Relations Board on behalf of local unions. The Federation stated that the fees charged by lawyers in such instances have proved to be a heavy financial burden for the locals to bear.

With respect to the Workmen's Compensation Act, the Federation asked that doctors who attend injured workmen be required to submit their reports within three days of the accident. Delays in the filing of such reports have worked to the detriment of workers, the labour body stated. In addition, the Federation called for increases in the benefits paid under workmen's compensation legislation, particularly with respect to funeral allowances, which, it stated, were too low.

The provincial Government was requested to establish a provincial shops act applicable to the whole of Newfoundland, to be administered by the Department of Labour. At present, three Shops Acts are in effect in Newfoundland, all administered by the Department of Provincial Affairs.

A minimum wage act was requested by the labour body with the recommendation that wages so established be the same for

male and female employees where practical.

With respect to collective bargaining, the Newfoundland Federation called upon unions within the province to have a union shop clause incorporated in agreements with their employers. In addition, the labour organization asked that every effort be made to see that the union label is placed on all goods made within the province. The establishment of a weekly labour newspaper was advocated as being in the interest of labour in Newfoundland.

Referring to federal legislation, the convention approved a resolution asking that unemployment insurance contributions be considered deductible from income for income tax purposes. The Federation called for the abolition for the social security sales tax, declaring that it was particularly onerous when applied to food commodities.

Among other resolutions, the Federation expressed its appreciation for the Government's efforts in the field of vocational training, called for the creation of a government board to investigate slum clearance in the Corner Brook area and in other industrial centres, recommended the implementation of a fire marshal's act, called for the encouragement by the Government of co-operatives and credit societies within the ranks of labour, asked that civil servants be granted bargaining rights under the Labour Relations Act and urged the passage of legislation prohibiting the sale of "comic and other books depicting crime by violence and illicit love."

W. Frank Chafe was re-elected President of the Federation. Other officers elected were: Norman Munn, John Madden, J. J. Thompson and Arthur Kelley, Vice-Presidents; C. W. Strong, Secretary; and A. J. Shapter, Treasurer.

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The Department of Justice does not intend to prosecute the members of a bakery union in Winnipeg who, the Commissioner of the Combines Investigation Act alleged, operated a combine in connection with the distribution and sale of bread and other bakery products there. Announcement to this effect was made early this month by the Minister of Justice.

The Attorney General of Manitoba, when asked if he wished to take the responsibility of deciding on the prosecution question, replied that he felt the decision was one the federal authorities should make.



# Belgian Family Allowance Scheme

## Completes 30 Years of Operations

Article traces development of program from its beginning in 1922 as a voluntary scheme and records changes it has undergone since then

A scheme of family allowances which has been in operation for 30 years forms the basis of an article by Léon L. Homès, Director of the Association of Family Allowance Funds in Belgium, in the April, 1952, issue of the *International Social Security Association Bulletin*. Mr. Homès traces the development of family allowances from its beginnings in 1922 as a voluntary program and notes the introductions and changes that have been made up to the present day.

Compensation funds were first established in Belgium in 1922 by individual employers in order to provide financial assistance for workers with dependants. The end of the First World War had led to a popular demand for such assistance which was necessary in many instances. Funds were soon established in different industrial districts throughout the country and in different industries. The building, non-ferrous metal and textile industries were among the leading trades in introducing the programs.

Benefits paid by the several funds and contributions made by employers varied throughout the country because the rates of family allowances were not necessarily the same for every fund. In 1928 the Belgian Government decreed that all contractors engaged on public projects would have to become members of a compensation fund of their own choice, subject to certain conditions of approval. Subsequent legislation in 1930 provided that every wage-earner, whether in commerce, agriculture or industry, would have to become a member of a fund of his or her own choice. From this date, generally speaking, all wage-earners benefited from family allowances, which were placed on a national scale. Contributions were standardized and fixed at an identical sum per day per worker.

In order to meet the problem posed by funds which would show deficits under the new standardized rates, a semi-official organization, the National Compensation Fund for Family Allowances, was established to provide secondary compensation. Thus primary funds with surpluses paid a part of that amount to the National Fund which in turn used such revenues to assist those funds with deficits.

In 1930, the Government provided that the surpluses remaining to the primary funds, over and above their compulsory contribution to the National Fund, were to be retained by the local units for the purpose of financing various social services. The social services connected with the family allowances included pre-natal instruction for mothers, funds to combat debility and actual social welfare work in the homes of employees. At the present time, surpluses from funds in credit are paid in their entirety to the National Compensation Fund. A subsidy equal to one per cent of the cumulative sum of contributions levied and allowances paid out is granted to each fund for the financing of its social services.

Family allowances, which in 1937 were extended to all non-wage-earning employees, are paid on a graduated scale according to the number of dependent children in an employee's family. The following amounts are paid on a monthly basis:—

315 francs*	for a family with one child
630 francs	for a family with two children
1,060 francs	for a family with three children
1,585 francs	for a family with four children
2,280 francs	for a family with five children,
etc.	

A further allowance is paid when the employee's wife does not engage in any remunerative activity and is employed in looking after her children. This allowance amounts to 100 francs per month for the first child and 50 francs for each subsequent dependent child.

"Natal allowances" are granted at the rate of 1,800 francs for the first birth and 900 francs for succeeding births. Allowances on a more favourable scale are made when the employee is recognized as an invalid. In addition to these benefits, the program makes provision for the orphans of wage-earners.

The administration of the program has been left to the various funds which were founded on a voluntary basis and which have received official approval.

\*The Belgian franc is worth approximately two cents.

# International Labour Organization

## ILO Director-General Reiterates Organization's Aims, Functions

Speech to 35th session of International Labour Conference, largest ever held, reviews ILO's past activities, describes the problems it now must face and maps out the course it must follow in the future

"The ILO is a living, vibrant, growing, organization," said David Morse, Director-General of the International Labour Office, when replying to the discussion on his report to the 35th session of the International Labour Conference in Geneva. "We are constantly expanding our membership, widening our work to cover additional categories of peoples, diversifying our methods of work. We are doing all this, and more, in attempting to apply the high principle of universality to every aspect of our work.

"But progress is still too slow," he warned, "and there remains so very much more that is still left untouched—and yet to be done."

The session was the largest ever held, he told the conference, pointing out there were 654 delegates and advisers, representing the peoples of 60 member states. In addition, there were 40 observers and representatives of international organizations, raising the total number of participants in the conference to 694.

"I would be failing in my duty, however, if I did not point out that as many as 11 of the delegations are incomplete," he said. "This is a serious defect in our representation and an impediment to our efforts to press more effectively and vigorously ahead."

Canada was represented at the conference as follows:—

*Government delegates:* M. M. Maclean, Assistant Deputy Minister of Labour and Director of the Industrial Relations Branch, and Paul Goulet, Assistant to the Deputy Minister of Labour and Director of the ILO Branch.

*Government advisers:* C. A. L. Murchison, Commissioner, Unemployment Insurance Commission; Dr. Ernest A. Watkinson, Medical Officer, Industrial Health Division, Department of National Health and Welfare; and Joseph W. Willard, Director, Research Division, Depart-

ment of National Health and Welfare; and Bruce Williams, Secretary, Canadian Permanent Delegation at Geneva.

*Employers' delegate:* Harry Taylor, representing the Canadian Manufacturers' Association, who is a deputy member of the Governing Body of the ILO. Advisers were: James A. Brass, General Secretary, Railway Association of Canada; Hugh W. Macdonnell, Secretary, Canadian Manufacturers' Association; Allan C. Ross, representing the Canadian Construction Association; and T. Woodford Smith, representing the Canadian Chamber of Commerce.

*Workers delegate:* Max Swerdlow, Trades and Labour Congress of Canada. Advisers were: Rodolphe Hamel, President, National Federation of Mine Workers of Canada; and James G. McLean, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods.

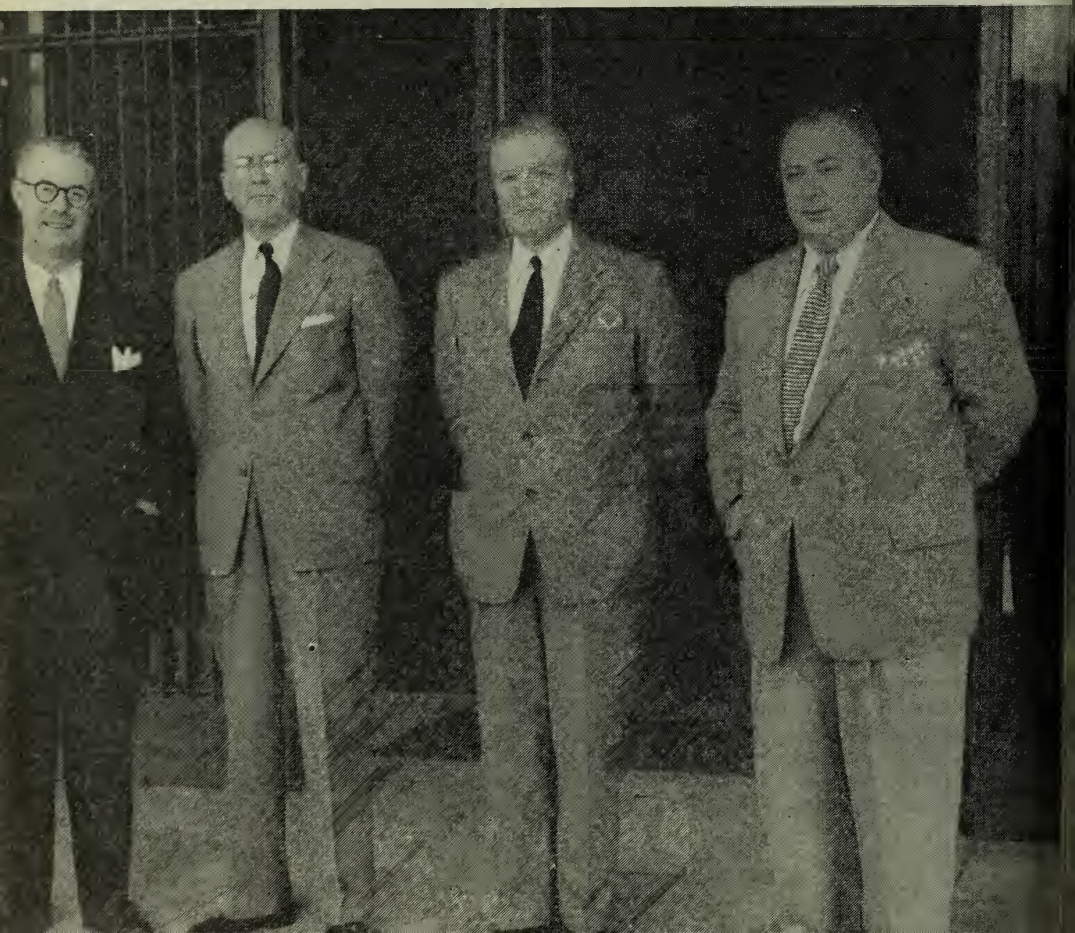
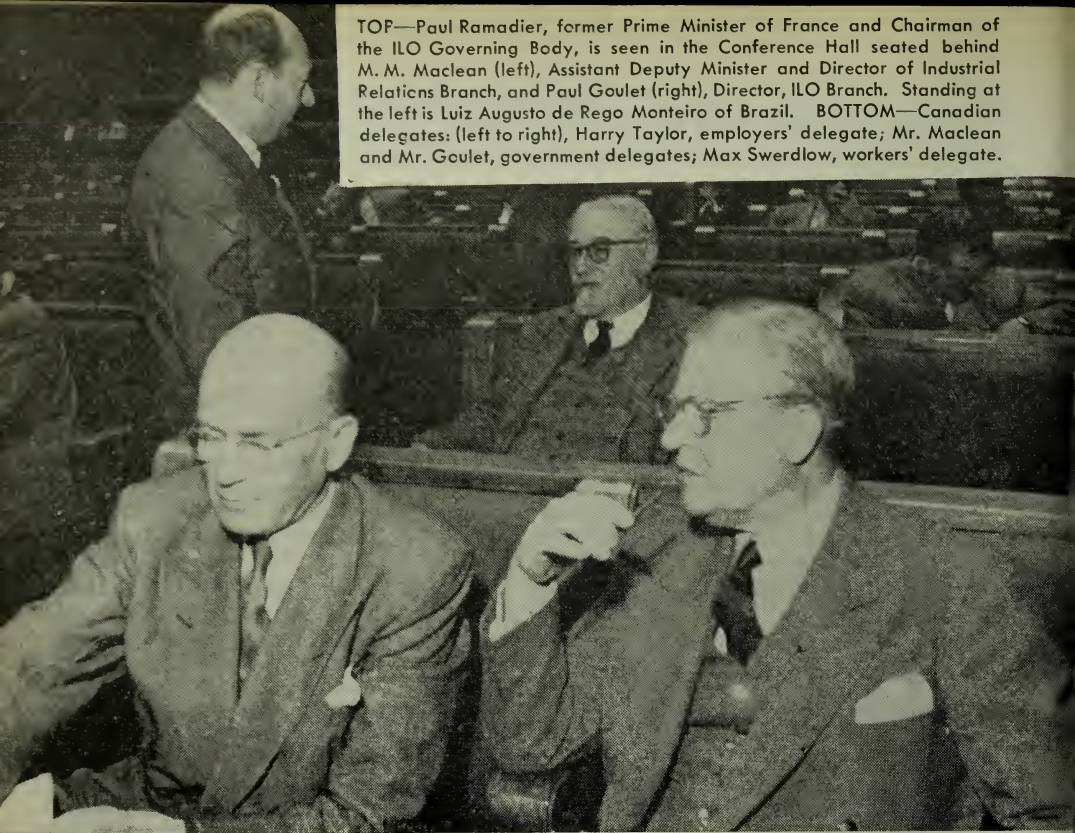
After promising that he and his colleagues would study "with the greatest care" every suggestion and criticism made during the debate on his report, Mr. Morse said:

Our organization must be flexible and ready and able to adapt itself quickly to the changing needs of the world. Many of you have emphasized that the greatest challenge today is the lack of balance between developed and underdeveloped countries. The responsibility of the ILO in redressing this unbalance cannot be evaded. Technical assistance is one of the most effective ways of meeting this responsibility. It was for this reason that I suggested to you in 1949 that the ILO's operational activities should be greatly extended, and I am today more than ever convinced that our task cannot be accomplished by legislation alone. The ILO's operational activities have increased so rapidly since then, and have assumed such importance, that it is only fitting that this conference should discuss them and assess their total effect on the organization and indicate the broad lines along which we must proceed ....

Technical assistance itself contributes further to this understanding, for when people from one country move to assist people from another towards a better life,



TOP—Paul Ramadier, former Prime Minister of France and Chairman of the ILO Governing Body, is seen in the Conference Hall seated behind M. M. Maclean (left), Assistant Deputy Minister and Director of Industrial Relations Branch, and Paul Goulet (right), Director, ILO Branch. Standing at the left is Luiz Augusto de Rego Monteiro of Brazil. BOTTOM—Canadian delegates: (left to right), Harry Taylor, employers' delegate; Mr. Maclean and Mr. Goulet, government delegates; Max Swerdlow, workers' delegate.





## Labour Conference, Geneva

Top—Léon Jouhaux, President of France's General Confederation of Labour (Force ouvrière) and French workers' delegate, is (second from right) with Messrs. Goulet, Maclean and [unclear]. MIDDLE—Industrial Relations sub-committee: John J. [unclear], United States; Ian G. Sharp, Australia; A. E. Morgan, United Kingdom; an unidentified U.K. delegate; L. E. Orkin, South Africa; Mr. Maclean. BOTTOM—Canadians in Conference Hall.





there is born through such effort a high degree of human understanding. This, in itself, is one of the great contributions that technical assistance can make towards the purposes of the ILO.

In technical assistance each country has something to give, something to receive. No one country or group of countries has a monopoly of experience or wisdom. This is one endeavour in which we can all be partners.

I have been particularly impressed by the manner in which one speaker after another from the giving countries, if I may so call them, has stressed the anxiety of his Government to contribute as fully as possible to the ILO's technical assistance work. Several Governments have talked of the efforts they are making to release experts. I deeply appreciate these efforts and while recording my gratitude I would like to appeal to Governments and institutions once again that these efforts be continued and intensified. As our program evolves it must make increasing demands on the use of their best qualified men. In making this appeal, I would point out what I consider to be a significant factor and one which is often overlooked. I have met many experts returning from technical assistance assignments but I have yet to meet one who did not assure me that he had learned a great deal during his work. It is therefore not only the receiving country that benefits.

I have also greatly appreciated the assurance that Governments have given that they are willing to receive ILO Fellows in increasing numbers. I am more than ever convinced that the training of nationals in this manner is as important as the sending of foreign experts. I hope that it will be possible to expand the ILO's fellowship program greatly during the coming years. This will require your co-operation and support, and I am confident from the statements made during this debate that it will be readily forthcoming.

It cannot be too often stressed that the value of technical assistance depends largely on the efforts of the recipient country. Your debate has shown that governments and employers and workers are now fully aware of that, and we can draw strength from the determination expressed by recipient Governments to match with their own efforts the assistance they receive. If this determination is maintained, the technical assistance program will succeed.

Many of you have stressed the need for giving assistance in the form of equipment. You have pointed out that expert advice often cannot be followed because of the lack of necessary equipment and supplies. The relevant regulations have already been rendered more flexible, and I hope that it will be possible to do still more in this direction. But I would ask those of you who have raised this question here to ensure that your Government takes the same stand in all international organizations where this matter comes up for further discussion.

The ILO's technical assistance activities cover all aspects of our work—social security, industrial relations, conditions of work, placement and training of labour, and so on. But, as so many of you have pointed out, social justice acquires content and

significance only when basic human needs are satisfied and material standards of living are rising sufficiently rapidly. I do not believe that social aspirations are limited to material things. But I must say, as clearly as I can, that freedom, democracy, collective bargaining and private enterprise are empty concepts to men who are underfed, illiterate and diseased, and who live in slums and hovels. This has been proved time and time again. That is why I have always urged a positive, aggressive and practical attack against the causes of social injustice—and urged that we go into the field and among the people to carry out this attack. That is why I have, among other things, always emphasized higher productivity as one of the central objectives of this organization.

The technical obstacles to increasing productivity are serious enough—but fortunately here we have a great store of experience steadily enriched by adventurous technical research. Much more serious are the apathy and even opposition to rising productivity which appear in different quarters. Increasing productivity requires a vigorous search for improvements, and enthusiasm in their application.

But unhappily this vigour and enthusiasm are too often lacking. Sometimes it is a matter of sheer inertia: people lack the energy and initiative to adopt new methods. Sometimes they fear, rightly or wrongly, that increasing productivity will bring unemployment for certain groups of workers, or inadequate rewards; or that it will make existing plants out of date, or interfere with the existing organization and control of production.

It is to meet just these kinds of problems that this and other international organizations exist. It seems to me that our own organization has perhaps the greatest responsibility of all in this respect. The key to increased productivity lies in the individual factories, shops, farms and offices, where the attitudes of workers and of employers, and their ability to co-operate, are vital in determining whether or not there shall be a real drive for higher productivity. That is why we have thought it imperative to organize this year an expert examination of the factors which may block the industrial application of technical improvements. I believe that this meeting of experts can yield vastly significant results, which I hope to be able to bring to your notice at our next conference. Above all, it should strengthen and render more effective the technical assistance we are giving in this field.

Technical assistance on the scale on which it is now being provided is a relatively new feature of international life. It would be strange indeed if this great venture had been launched and carried through its initial stages without running against a great many difficulties. It would be strange if we did not make mistakes in a task so complex and so subject to human error. I believe, however, that the initial difficulties have been largely overcome and that international technical assistance will endure and expand. As its aims and methods become better known, both its tempo and its intrinsic value should increase greatly.

Many of you have stated that the ILO is not doing enough to assist the under-

developed countries. I share your dissatisfaction. No one who is aware of the great needs of these regions, no one who believes in the value of the contribution that the ILO can make to their problems, can remain satisfied with what is being done. But we have made a beginning, and I have tried in my report to tell you of some of the things we are doing. I am, moreover, constantly endeavouring to streamline and expedite the administration of technical assistance. I hope that during this conference many of you have had an opportunity of contacting the ILO technical assistance unit, and seen more fully the work that is being planned and carried out, and the manner in which this is being tackled.

But we cannot afford to rest content with this beginning. The ILO must, in common with the governments, employers and workers of the different countries, intensify its efforts to provide direct and practical assistance to their people.

Mr. Morse then discussed the proposed ILO Convention on social security, stressing that no Convention infringes in any way the sovereignty of states. "A Convention is not a measure to be imposed on Governments against their will," he said. "Its ratification is a matter for independent action within each country."

Continuing, the Director-General said:

All of the efforts that I have been describing; all of the tools—old and new—that we are using; and the universal effort of our great organization must be considered and analyzed in the light of the fact that we are met in a world that is still torn by tension and that seems powerless to evolve a way of life that would eliminate the constant threat to its security. Though we continue to work and pray and hope for peace, we cannot ignore the tendencies which drag us with impetuous force towards war—the mutual fear and suspicion that cloud our judgment, the re-armament and the open conflicts that have broken out in various parts of the world.

There are those who would represent that it is unreal even to talk of social justice in a world that is re-arming. You here have effectively answered such doubts by emphasizing strongly that the threat of war, far from lessening the need for social action, increases it and makes it even more vital for the survival of the world. You have stressed the paramount need of continuing our efforts for social progress, even when large resources have to be diverted to other ends.

Social programs in many countries have had to be restricted, as resources were

diverted to other purposes. I have felt these restrictions here too, for the ILO is a sensitive gauge of social progress in every country and records its advances and withdrawals in the momentum of its own work.

We must not accept a paradoxical world where men talk forcefully of peace and prepare with equal force for what may be its ultimate destruction. We must realize that it is at such times that the responsibility of the ILO becomes ever more urgent; its duty ever more insistent. Every year I have insisted on the urgency of the need for ILO action. I do so today with far greater conviction than ever before. Never before has it been so urgent that we make every effort to translate our ideals into realities. Never before has it been so important that we make that additional effort necessary to understand the other man's point of view and to hold fast to the underlying community of purpose.

Although the ILO is stronger than at any time in its 33 years of existence, he stated, its accomplishments are still not enough.

"All of this is encouraging," he said, "but cannot stem the tide that is about to engulf us—unless we take heed now and resolve to redouble our efforts within this organization on a day-to-day basis, divert greater sums to our objectives, and willingly and courageously search and work for an open world where men can find employment and opportunity and be freed from the shackles of suspicion and from the distinctions emphasized by narrow domestic walls. I plead for the removal of mental and physical barriers so that universality will become a genuine living force.

"We in the ILO cannot alone obtain peace. The world today is much too complicated for that. Other international forces and agencies must play their part—and we must join hands and forces, one with the other. But I do believe that we and the ideals for which we stand can play a predominant role. I have never held the view that those who framed the ILO believed that its objectives could be achieved by a narrow and insular technical approach. They believed in our mission too in the moral sense, and in the solidarity which could be developed as between members of each of the three groups of the ILO and then as between the three groups themselves. Therein lies our strength—and our hope!"

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## Steelworkers Have Union Shop Contracts with 27 Companies

Contrary to the report in the July issue of the *LABOUR GAZETTE* (p. 850), a union shop agreement won by an AFL local in Philadelphia was not the first in the basic steel industry in the United States. At

the present time, the United Steelworkers of America (CIO) has union shop contracts in 27 companies with basic steel capacity, some of which have been in effect for many years.





## LMPC Arranges Annual Banquet

Employees and management at Sangamo Company Ltd. in Leaside, Ont., recently held their annual banquet, arranged by the LMPC. During the evening, a review of business conditions and company activities during 1951 was given by G. H. Lawrence, President, and D. C. Patton, Executive Vice-President.

The *Sanwag News*, the employee paper at Sangamo, said that C. H. Anderson, Technical Adviser to the President, "pointed out the advantages of continued co-operation between shop and management, between foreman and employee."

The *News* said that other representatives of labour and management praised the friendly attitude and good relations existing at Sangamo.

Lodges 1755 and 235 of the International Association of Machinists (AFL-TLC) are the unions participating in the LMPC at Sangamo.

## "LMPCs Make Important Contribution"—Gregg

In a recent address before the Canadian Manufacturers' Association Annual Meeting, the Hon. Milton F. Gregg, Minister of Labour, urged management and labour "to get across their own points of view on matters of mutual concern and to find out why the other party thinks and acts as it does."

Speaking on employee-employer relations, Mr. Gregg said:—

"The thing particularly which has struck me about the many different approaches that have been made to this subject is the apparent underlying agreement that effective labour-management relations really depend on an understanding of the other fellow's point of view."

Understanding requires a two-fold effort, "the effort needed if one's point of view is going to be presented most effectively, and the effort required to fully appreciate the basis for a particular attitude or for certain decisions."

Outlining some of the improvements in communication which have taken place in recent years, Mr. Gregg suggested there was still "room for improvement." He said:—

"In most businesses, for instance, production methods are under constant review and change and such changes almost inevitably provoke employee reactions which influence his or her attitude towards the job and the company. To cite another example, the pressure that is constantly on all levels of management to appear to be doing a good job may mean that inefficiencies are kept from those at the top, with the result that problems and complaints build up at the bottom for which there are no outlets. All too often the boss is told what he wants to hear and is kept from learning things that go wrong or do not get done. These communication bottlenecks can seriously impair the overall productivity of any organization."

Concluding his remarks Mr. Gregg suggested that he would like to see more industries "seriously consider the establishment of labour-management production committees". Experience has shown that LMPCs "can make a very important contribution to the efficient and amicable operation of most businesses".

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The rapid expansion in the work force at Fleet Manufacturing Ltd. in Fort Erie has necessitated an expanded program of on-the-job safety. Under the chairmanship of William Graham, the Safety sub-committee of the LMPC has been working to improve the plant safety record.

Fleet has already applied to the Industrial Accident Prevention Association for two Merit Certificates (Class A), for 200,000 man-hours worked without a lost time accident.

The Safety Committee of the LMPC takes a scientific approach to industrial accident prevention and general efficiency. Films and new publications are studied while tours through other companies are considered very essential. Each member reports to the Safety Head and meetings are held regularly every two weeks. The LMPC meets once a month.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during July. During the month, the following applications for certification were received:—

1. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed by Marine Express Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of elevator and maintenance employees of Canada Malting Co. Limited, Port Arthur, Ont. (Investigating Officer: R. H. Hooper).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of Patricia Transportation Company, Limited, Winni-

peg, employed in miscellaneous classifications (Investigating Officer: R. H. Hooper).

4. Local 13618, Region 75, District 50, United Mine Workers of America, on behalf of a unit of licensed personnel employed by the Lakes and St. Lawrence Navigation Company Limited, Montreal (Investigating Officer: C. E. Poirier).

5. West Coast Seamen's Union (Canada); on behalf of a unit of unlicensed personnel employed by Badwater Towing Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of extra gang time-keepers employed by the Canadian National Railway on its Atlantic Region (Investigating Officer: H. R. Pettigrove).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During July, the Minister appointed A. MacNamara, Deputy Minister of Labour, and M. M. Maclean, Assistant Deputy Minister of Labour, as Conciliation Officers to deal with the dispute between various Canadian railways, including the Canadian National Railways; the Canadian Pacific Railway Company; the Toronto, Hamilton and Buffalo Railway Company; and the Ontario Northland Railway; and a group of national and international unions representing non-operating railway employees. The appointments were made following receipt of a joint request from the companies and a joint negotiating committee representing the unions.

### Settlement Reported by Conciliation Officer

During July, the Minister received a report from G. R. Currie, Conciliation Officer, advising of the settlement of matters in dispute between the Vancouver Hotel Company Limited and the International Brotherhood of Electrical Workers (L.G., Aug., 1952, p. 1076).

### Conciliation Boards Appointed

During July, the Minister established Boards of Conciliation and Investigation to deal with disputes between the following parties:

1. The Brotherhood of Locomotive Firemen and Enginemen and the Canadian National Railways (Atlantic, Central and Western Regions). The Board had not been fully constituted at the end of the month.

2. The Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions). The Board had not been fully constituted at the end of the month.

3. Communications Workers of America and the Northern Telephone Co. Limited,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



New Liskeard, Ont. (L.G., Aug., 1952, p. 1076). The Board had not been fully constituted at the end of the month.

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with matters in dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (L. G. Aug., 1952, p. 1077), was fully constituted in July with the appointment of the Hon. G. McG. Sloan, Victoria, B.C., as Chairman. Chief Justice Sloan was appointed by the Minister in the absence of a joint recommendation from the other two members, A. C. DesBrisay and Isaac Shulman, both of Vancouver, who had previously been appointed on the nominations of the company and the Federation, respectively.

### Conciliation Board Report Received

During July the Minister received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Lakehead Terminal Elevator Association, representing elevator companies at Fort William and Port Arthur, Ont., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., July, 1952, p. 915). The text of the Board's report is reproduced below.

### Settlements Following Board Procedure

During July, settlements were reported in the disputes listed below following the appointment of Boards of Conciliation and Investigation or following receipt by the parties of the reports of Boards:

1. Canadian National Railways, (Chateau Laurier Hotel, Ottawa) and the Canadian

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## Scope and Administration of the Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Brotherhood of Railway Employees and Other Transport Workers (L.G., May, 1952, p. 591). The dispute was settled as a result of further direct negotiations between the parties following receipt of the report of the Board.

2. Canadian National Railways (Jasper Park Lodge, Jasper; The Bessborough Hotel, Saskatoon; The Prince Edward Hotel, Brandon; The Fort Garry Hotel, Winnipeg; The Prince Arthur Hotel, Port Arthur; and The Charlottetown Hotel, Charlottetown) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., May, 1952, p. 591). The disputes were settled following further direct negotiations between the parties and before the Board was fully constituted.

3. Various steamship companies on the West Coast, including Canadian National

Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Services) and Canadian Pacific Railway Company (B.C. Lake and River Service) and the National Association of Marine Engineers of Canada, Inc. (L.G., June, 1952, p. 756). The texts of the reports of the Boards, which were received during July, are reproduced below.

4. Various steamship companies on the west coast, listed in item 3 immediately above, and the Canadian Merchant Service Guild, Inc. (L.G., June, 1952, p. 756). The texts of the reports of the Boards, which were received during July, are reproduced below.

## Report of Board in Dispute between

Lakehead Terminal Elevators Association  
and

Brotherhood of Railway and Steamship Clerks, Freight Handlers,  
Express and Station Employees

Port Arthur, Ontario,  
9th July, 1952.

The Hon. MILTON F. GREGG, V.C., M.P.,  
Ottawa, Canada.

DEAR SIR,

The Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act in the matter of a dispute between The Lakehead Terminal Elevators Association, representing the Elevator Companies at Fort William and Port Arthur, and The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, composed of His Honour Judge A. H. Dowler, Chairman, and Messrs. Frank R. Evans, Q.C., nominee of the employer, and Ernest Ingles, nominee of the Union, held meetings at Port Arthur on May 28, at Winnipeg on June 11 to 14 inclusive and again at Port Arthur on July 7 to 9 inclusive.

On July 12, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Lakehead Terminal Elevator Association, representing various elevator companies at Fort William and Port Arthur (L.G., July, 1952, p. 915).

The Board was composed of His Honour Judge A. H. Dowler, Port Arthur, Chairman, who was appointed by the Minister in the absence of a joint recommendation from the other two members, F. R. Evans, Q.C., Winnipeg, and Ernest Ingles, London, who had previously been appointed on the nominations of the companies and union, respectively.

The text of the Board's report is reproduced herewith.

The Lakehead Terminal Elevators Association represents the following elevator Companies at Fort William and Port Arthur:—

Canadian Consolidated Grain Company Limited.  
Eastern Terminal Elevator Company Limited.  
Federal Grain Limited.  
Fort William Elevator Company Limited.  
Lakehead Terminals Limited.  
Manitoba Pool Elevators.  
McCabe Grain Company Limited.  
National Grain Company Limited.  
Ogilvie Flour Mills Company Limited.  
N. M. Paterson & Sons Limited.  
Saskatchewan Pool Terminals Company Limited.  
Superior Elevator Company Limited.  
Searle Grain Company Limited.  
United Grain Growers Terminals Limited.  
Westland Elevators Limited.

#### *Appearances*

Mr. W. A. Johnson, Q.C., appeared for the following Companies:—

Canadian Consolidated Grain Company Limited.  
Eastern Terminal Elevator Company Limited.  
Federal Grain Limited.  
Fort William Elevator Company Limited.  
Lakehead Terminals Limited.  
McCabe Grain Company Limited.  
National Grain Company Limited.  
Ogilvie Flour Mills Company Limited.  
N. M. Paterson & Sons Limited.  
Superior Elevator Company Limited.  
United Grain Growers Terminals Limited.

Messrs. H. S. Searth, Q.C., and R. A. Milliken Junior appeared for:—

Manitoba Pool Elevators.  
Saskatchewan Pool Terminals Company Limited.

Mr. C. E. Hayles appeared for the employer.

Messrs. F. H. Hall, Vice Grand President, J. L. Pateman, General Chairman, A. Mose, C. W. Hardick, Secretary Treasurer and Local Chairman Lodge No. 650 and other representatives of Lodge No. 650 appeared for the Union.

They were not represented and no one appeared for:—

Searle Grain Company Limited.  
Westland Elevators Limited.

There is no existing overall agreement between the employer Association and the Union.

There are four agreements presently in effect for the period from January 1, 1950 to December 31, 1951, namely:—

1. An agreement between:  
Canadian Consolidated Grain Elevator Company Limited.  
Eastern Terminal Elevator Company Limited.  
Fort William Elevator Company Limited.  
Federal Grain Limited.  
Lakehead Terminals Limited.  
McCabe Grain Company Limited.  
Ogilvie Flour Mills Company Limited.  
N. M. Paterson Company Limited.  
United Grain Growers Terminals Limited.  
Western Grain Company Limited,  
*and*  
Local No. 650 of the Union.
2. An agreement between:  
Manitoba Pool Elevators,  
*and*  
Local No. 650 of the Union.
3. An agreement between:  
Saskatchewan Pool Terminals Limited,  
*and*  
Local No. 650 of the Union.
4. An agreement between:  
Searle Grain Company Limited,  
*and*  
The Union.

The parties at the request of the Board carried on negotiations in an effort to reach a settlement on all matters which were in dispute and reported to the Board that they had been successful in reaching a settlement upon all matters in dispute except the following which they submitted for the consideration of the Board.

- (a) That Watchmen be included in the agreements.
- (b) A reduction in the standard work week from 48 to 40 hours for all employees with the same "Take home pay".
- (c) A wage increase of 40 cents an hour retroactive to January 1, 1952.
- (d) Time and a half for overtime for all employees.
- (e) Two additional enumerated holidays, Thanksgiving Day and Remembrance Day.
- (f) Time and a half over and above regular rates for all employees required to work on enumerated holidays.

- (g) Union shop with compulsory check-off of Union dues and fees each month for all employees.

The Board had the assistance of exhaustive arguments by all parties, written briefs setting forth in detail their respective positions together with the filing of very considerable material by all parties. The Board has read all the material filed including the briefs and has given careful consideration to all matters discussed in the briefs and disclosed in the material filed and to the arguments adduced by the representatives of the different parties to the dispute and are pleased to make the following recommendations in connection with the disputes submitted to it which are unanimous with the exception of one matter which will be hereinafter noted under item (c).

- (a) Re: *Watchmen*

That only those employees whose exclusive duties are those of a watchman shall be excluded from the agreement.

- (b) Re: *Reduction in work week*

That the standard work week be reduced from 48 to 44 hours a week from September 1, 1952, and that from that date the wages of hourly employees be increased 9 cents per hour, with a corresponding proportionate increase for all monthly employees, to compensate for the loss caused by the shorter work week.

- (c) Re: *General Wage Increase*

The Chairman and Mr. Evans, the Nominee of the Employer, recommend that there be a general increase in wages for hourly employees of 16 cents per hour, with a corresponding proportionate increase for monthly employees, retroactive to January 1, 1952. This 16 cents per hour includes 10 cents per hour which is being presently paid in excess of the wage rates set out in the present agreements.

Mr. Ingles, Nominee of the Union, while approving of the increases recommended by the Chairman and Mr. Evans is of the opinion that from the 1st of September, 1952, there should be an additional wage increase of 5 cents per hour for hourly employees with a corresponding proportionate increase for monthly employees.

- (d) Re: *Additional Overtime*

The overtime rates to remain as set out in the present agreement.

- (e) Re: *Additional Enumerated Holidays*

The enumerated holidays to remain as set out in the present agreement with the following provision that if an

employee is called back to work on Thanksgiving Day or Remembrance Day he shall be paid for a standard day's work at time and a half.

- (f) Re: *Additional Pay on Enumerated Holidays*

The pay for enumerated holidays to remain as set out in the present agreement.

The Board has taken the requests in (d), (e) and (f) into consideration in recommending the general increase in wages.

- (g) Re: *Union Security*

That every employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union during the term of the agreement as a condition of his employment.

That there is to be a voluntary check-off of Union dues, payable monthly, irrevocable for the term of the agreement. The form to be used shall be substantially as follows:

\_\_\_\_\_ Date

I hereby authorize \_\_\_\_\_ to

\_\_\_\_\_ Name of Company

deduct the sum of \$ \_\_\_\_\_ from my first pay cheque in each calendar month and to remit the same to Local No. 650 Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees at \_\_\_\_\_

\_\_\_\_\_ Designate

\_\_\_\_\_ This authorization

\_\_\_\_\_ Address of Local 650

is irrevocable during the term of the present collective agreement.

\_\_\_\_\_ Witness

\_\_\_\_\_ Employee

The check-off authorization may be delivered to the respective Company member of the Association, by the employee in person, his agent, or the Secretary-Treasurer of Lodge No. 650 from time to time, by handing the same in at the office of the Company or by mailing the same to it.

The parties agreed to include in any future agreements an Arbitration Clause to comply with Section 19 of the Act with a provision that the Minister of Labour for Canada is to designate the Arbitrator or Chairman of the Arbitration Board if the parties do not agree upon an appointee. The discretion of the Minister of Labour should not be restricted to members of one particular field or profession.

The Board appreciates the efforts made by all parties to reach a settlement of the many matters in dispute. While the Board



regrets that the parties were not able to reach a settlement on all matters in dispute their efforts, however, limited the matters submitted to the Board. The parties willingly and frankly furnished the Board with all relevant information requested which materially assisted the Board in reaching its recommendations. The Board wish to comment upon the good relationship which has existed for a great number of years

between the Employer and the Union which was evident in all discussions before the Board.

All of which is respectfully submitted.

(Sgd.) A. H. DOWLER,  
*Chairman.*

(Sgd.) FRANK R. EVANS,  
*Employer Nominee.*

(Sgd.) E. INGLES,  
*Union Nominee.*

## Report of Board in Dispute between

**Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Co. of Canada Limited, and Canadian National Steamships and  
National Association of Marine Engineers of Canada, Inc.**

The Hon. MILTON F. GREGG, M.P.,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, Frank Waterhouse and Co. of Canada Limited, Canadian National Steamships and Marine Engineers of Canada, Inc. was composed of Messrs. Bernard M. Isman, Chairman; R. A. Mahoney, nominee of the Employer and Isaac Shulman, nominee of the Association.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Association for a general wage increase of \$85 per month.

The Board unanimously recommends a Re-Classification adjustment in the case of all Chief Engineers, 2nd Engineers, 3rd Engineers and 4th Engineers of \$15 per month and a Re-Classification adjustment in the case of 3rd and 4th Engineers presently receiving under their contracts

On July 8, 1952, the Minister of Labour received the reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between various steamship companies on the west coast and the National Association of Marine Engineers of Canada, Inc., and between the same companies and the Canadian Merchant Service Guild.

The Boards were under the chairmanship of Bernard M. Isman and the nominee of the companies was R. A. Mahoney. The union nominee on the Boards involving the National Association of Marine Engineers of Canada, Inc., was Isaac Shulman, and the union nominee on the Boards involving the Canadian Merchant Service Guild, Inc., was H. L. Hansen. All members of the Boards reside in Vancouver.

The texts of the Boards' reports are reproduced herewith.

\$231 per month or \$22 per month and a Re-Classification adjustment in the case of Junior Engineers of \$22 per month together with a general increase in wages of 7½ per cent, based on present prevailing rates of pay, both the Re-Classification adjustment and the general increase of 7½ per cent to be effective as of March 1, 1952.

The Board desires to point out that the responsibilities placed on the Marine

Engineers was a consideration in determining the Re-Classification adjustment and that the rise in the cost-of-living index and living costs generally was a consideration in determining the percentage increase in wages.

The Board suggests that in view of the cordial relationship which has existed between the parties that they arrange for adjustments where necessary where the

increases recommend by this Board result in a substantial change in the differential presently existing.

The whole respectfully submitted.

(Sgd.) B. M. ISMAN,  
*Chairman.*

(Sgd.) I. SHULMAN,  
*Member.*

(Sgd.) R. A. MAHONEY,  
*Member.*

## Report of Board in Dispute between

Canadian Pacific Railway Company (B.C. Lake and River Service)  
and

National Association of Marine Engineers of Canada, Inc.

The Hon. MILTON F. GREGG, M.P.,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canadian Pacific Railway Company (B.C. Lake and River Service) and Marine Engineers of Canada, Inc. was composed of Messrs. Bernard M. Isman, Chairman; R. A. Mahoney, nominee of the Employer and Isaac Shulman, nominee of the Association.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Association for a general wage increase of \$85 per month.

The Board unanimously recommends a Re-Classification adjustment in the case of the Chief Engineers and 2nd Engineers of \$15 per month together with a general

increase in wages of  $7\frac{1}{2}$  per cent based on present prevailing rates of pay, both the Re-Classification adjustment and the general increase of  $7\frac{1}{2}$  per cent to be effective as of March 1, 1952.

The Board desires to point out that the responsibilities placed on the Marine Engineers was a consideration in determining the Re-Classification adjustment and that the rise in the cost-of-living index and living costs generally was a consideration in determining the percentage increase in wages.

The Board suggests that in view of the cordial relationship which has existed between the parties that they arrange for adjustments where necessary where the increases recommended by this Board result in a substantial change in the differential presently existing.

The whole respectfully submitted.

(Sgd.) B. M. ISMAN,  
*Chairman.*

(Sgd.) I. SHULMAN,  
*Member.*

(Sgd.) R. A. MAHONEY,  
*Member.*

## Report of Board in Dispute between

Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Services)

and

National Association of Marine Engineers of Canada, Inc.

The Hon. MILTON F. GREGG, M.P.,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of

the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Services) and Marine Engineers of Canada, Inc. was composed of

Messrs. Bernard M. Isman, Chairman; R. A. Mahoney, nominee of the Employer and Isaac Shulman, nominee of the Association.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Association for a general wage increase of \$85 per month.

The Board unanimously recommends a Re-Classification adjustment in the case of all Chief Engineers, 2nd Engineers, 3rd Engineers and 4th Engineers of \$15 per month together with a general increase in wages of  $7\frac{1}{2}$  per cent based on present prevailing rates of pay, both the Re-Classification adjustment and the general increase of  $7\frac{1}{2}$  per cent to be effective as of March 1, 1952.

The Board desires to point out that the responsibilities placed on the Marine

Engineers was a consideration in determining the Re-Classification adjustment and that the rise in the cost-of-living index and living costs generally was a consideration in determining the percentage increase in wages.

The Board suggests that in view of the cordial relationship which has existed between the parties that they arrange for adjustments where necessary where the increases recommended by this Board result in a substantial change in the differential presently existing.

The whole respectfully submitted.

(Sgd.) B. M. ISMAN,  
Chairman.

(Sgd.) I. SHULMAN,  
Member.

(Sgd.) R. A. MAHONEY,  
Member.

## Report of Board in Dispute between

Canadian National Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, and Frank Waterhouse and Co. of Canada Limited  
and  
Canadian Merchant Service Guild, Inc.

The Hon. MILTON F. GREGG, M.P.,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canadian National steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, and Frank Waterhouse and Company of Canada Ltd. and Canadian Merchant Service Guild, Inc. was composed of Messrs. Bernard M. Isman, Chairman; R. A. Mahoney, nominee of the Employer and Harry L. Hansen, nominee of the Guild.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Guild for a general wage increase of \$100 per month.

The Board unanimously recommends a Re-Classification adjustment in the case of all Masters, 1st Officers, 2nd Officers and 3rd Officers of \$15 per month and a Re-Classification adjustment in the case of 3rd Officers actually employed in Watch-keeping of \$22 per month together with a general increase in wages of  $7\frac{1}{2}$  per cent based on present prevailing rates of pay, both the Re-Classification adjustment and the general increase of  $7\frac{1}{2}$  per cent to be effective as of March 1, 1952.

The Board desires to point out that the responsibilities placed on the Certificated Deck Officers was a consideration in determining the Re-Classification adjustment and that the rise in the cost-of-living index and living costs generally was a consideration in determining the percentage increase in wages.

The whole respectfully submitted.

(Sgd.) B. M. ISMAN,  
Chairman.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) H. L. HANSEN,  
Member.



# Report of Board in Dispute between

Canadian Pacific Railway Company (B.C. Lake and River Service)  
and  
Canadian Merchant Service Guild, Inc.

The Hon. MILTON F. GREGG, M.P.,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canadian Pacific Railway Company (B.C. Lake and River Service) and Merchant Service Guild, Inc. was composed of Messrs. Bernard M. Isman, Chairman; R. A. Mahoney, nominee of the Employer and Harry L. Hansen, nominee of the Guild.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Guild for a general wage increase of \$100 per month.

The Board unanimously recommends a Re-Classification adjustment in the case of all Masters, 1st Officers, 2nd Officers

and 3rd Officers of \$15 per month and a Re-Classification adjustment in the case of 3rd Officers actually employed in Watch-keeping of \$22 per month together with a general increase in wages of  $7\frac{1}{2}$  per cent based on present prevailing rates of pay, both the Re-Classification adjustment and the general increase of  $7\frac{1}{2}$  per cent to be effective as of March 1, 1952.

The Board desires to point out that the responsibilities placed on the Certificated Deck Officers was a consideration in determining the Re-Classification adjustment and that the rise in the cost-of-living index and living costs generally was a consideration in determining the percentage increase in wages.

The whole respectfully submitted.

(Sgd.) B. M. ISMAN,  
Chairman.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) H. L. HANSEN,  
Member.

# Report of Board in Dispute between

Canadian National Railways (Port Mann and Okanagan Lake  
Barge and Ferry Services)  
and  
Canadian Merchant Service Guild, Inc.

The Hon. MILTON F. GREGG, M.P.,  
Minister of Labour,  
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Services) and Canadian Merchant Service Guild, Inc. was composed of Messrs. Bernard M. Isman, Chairman;

R. A. Mahoney, nominee of the Employer and Harry L. Hansen, nominee of the Guild.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report unanimously as follows:—

The dispute arises from a demand by the Guild for a general wage increase of \$100 per month.

The Board unanimously recommends a Re-Classification adjustment in the case of all Masters, 1st Officers, 2nd Officers and 3rd Officers of \$15 per month and a

Re-Classification adjustment in the case of 3rd Officers actually employed in Watch-keeping of \$22 per month together with a general increase in wages of 7½ per cent based on present prevailing rates of pay, both the Re-Classification adjustment and the general increase of 7½ per cent to be effective as of March 1, 1952.

The Board desires to point out that the responsibilities placed on the Certificated Deck Officers was a consideration in determining the Re-Classification adjustment and

that the rise in the cost-of-living index and living costs generally was a consideration in determining the percentage increase in wages.

The whole respectfully submitted.

(Sgd.) B. M. ISMAN,  
Chairman.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) H. L. HANSEN,  
Member.

## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

Decisions in three cases heard by the Canadian Railway Board of Adjustment No. 1 at Montreal on June 17 have been released. The disputes concerned expenses of motor-coach operators while on relieving duty, responsibility of engineers to avoid accidents and overtime rates of pay for dining-car employees.

The three cases are summarized below.

**Case No. 616.**—*Dispute between Ontario Northland Railway and the Brotherhood of Railroad Trainmen concerning expenses of motor-coach operators while off their regular assignments.*

A spare motor-coach operator with headquarters at North Bay was assigned to relieve an operator at Elk Lake who was on leave. His claim for expenses while relieving at Elk Lake was declined by the Railway.

The Schedule pertaining to motor-coach operators states: "Employees on leave or who are temporarily off their assignment for seven days or over will be relieved by the senior employee desiring same, where possible." No applications to fill the temporary vacancy were received when it was advertised.

The Railway submitted that the spare operator was not away from headquarters by order of the Railway but in exercise of seniority. In the past, the Railway pointed out, expenses were allowed when relieving operators were sent to relieve for a period of less than seven days' duration but were not allowed when the junior spare man was required to protect a vacancy of over seven days' duration, no applications for the assignment having been received.

The employees contended that the spare operator, not having applied for the assignment, was ordered to relieve and therefore

was entitled to away-from-home expenses under an article of the Schedule which states: "Spare operators, when away from their headquarters by order of the Railway, shall be allowed actual reasonable expenses on production of receipt." The spare man was not required to make an application, the Brotherhood asserted, acknowledging that when two or more applications are received, seniority governs.

The contention of the employees was sustained by the Board.

**Case No. 617.**—*Dispute between the Ontario Northland Railway and the Brotherhood of Locomotive Firemen and Engineers concerning assessing of demerits and responsibility of engineers for avoiding accidents.*

An engineer in charge of a train which ran into the rear of another was suspended, on his arrival at the terminal, for eight days. In addition, he was assessed 10 demerit marks.

Requesting removal of the demerit marks and payment for time out of service, the Brotherhood contended that the accident was caused by the failure of a flagman to comply with regulations.

The Railway argued that it did not base its position on any claim concerning flagging but on the fact that the engineer's train covered 10 miles in 12 minutes, thus averaging 50 miles an hour, the maximum permitted on the subdivision; therefore, the Railway contended, the engineer exceeded the permissive speed at some point or points.

In addition, the train was required to stop for orders at the station where the collision occurred. In the Railway's view, from the speed the train was travelling at

the point of impact—the damage caused was “enormous”—it would have been “physically impossible” for it to have stopped as required. With the emergency brakes set, the train had travelled 2,762 feet from the outer torpedo to the point of contact, the Railway pointed out.

Because the engineer in charge of a train is responsible for its safe operation and for observance of the rules, the engineer “fully merited” suspension and the assessment of the demerit marks, the Railway contended.

The Board decided to sustain the employees’ contention to the extent of payment for time lost, pointing out, however, that the decision “is not to be construed in any way as relieving employees of responsibility for use of good judgment in train operation”.

**Case No. 618.**—*Dispute between the Canadian Pacific Railway Company (Eastern and Prairie Regions) and the Brotherhood of Railroad Trainmen concerning claims of dining car service employees for pro rata wages for duties performed during rest periods.*

Some employees on dining cars operating between Montreal and Winnipeg and between Toronto and Winnipeg submitted claims for pay at *pro rata* rates for duties performed during rest periods as set out in the current collective agreement. The Brotherhood alleged that the Company was acting unilaterally in paying some claims, rejecting others. In reply, the Company explained that it accepted claims from employees who had to serve more passengers than the agreed quota but rejected those from employees it felt did not complete their duties in the allotted time because of negligence, incompetence or poor work practices.

The article of the collective agreement dealing with rest periods is as follows:—

Rest or off-duty period as applied to long haul runs involving overnight travel shall be between the hours of 10 p.m. and 6 a.m. excepting the Third Cook’s hours of rest shall be from 10 p.m. to 5 a.m. and any duties performed during rest periods shall be paid for at *pro rata* rates. This will be included in the monthly guarantee.

For the sole purpose of determining the legitimacy, or otherwise, of overtime claims, the following yardstick will be used:—

On the basis that each crew member (Steward excepted), offsets 12½ passengers, the total number of employees carried in the crew (Steward excepted), multiplied by 12½, will equal the number of passengers to be served meals within the 16-hour period, from 6 a.m. to 10 p.m. under normal operating conditions. Abnormalities will be dealt with on merit as they occur.

**Example:**

With a crew of 7 (including Steward), 75 passengers will be served breakfast, luncheon and dinner, within the 16-hour period outlined above, the final meal of the day being the governing factor.

Numbers in excess of those quoted in the examples may make the Company liable for overtime.

This understanding is predicated on the following hours of meal service:—Breakfast: 7 a.m. to 10.30 a.m.; Luncheon 12 a.m. to 2.30 p.m.; Dinner: 5 p.m. to 8.30 p.m.

The Board sustained the employees’ contention only to the extent that disallowed overtime claims covering service rendered in feeding passengers over the quota of 12½ passengers to one crew member be paid. The Board also ruled that claims laid as a result of serving customers entering the diner after 8.30 p.m. be allowed.

## “Industrial Relations More Orderly”—M. M. Maclean

In a speech delivered before the 35th Session of the International Labour Conference, M. M. Maclean, Assistant Deputy Minister and Director of Industrial Relations, Department of Labour, told the delegates that industrial relations in Canada are taking on a more orderly pattern.

Mr. Maclean said: “There is evidence that many employers and unions are improving their ability to work together. This does not mean an end to industrial

conflict in Canada. Differences of opinion will inevitably continue and will be threshed out in collective bargaining, conciliation procedures and, sometimes, strikes.

“But what it does mean is that industrial relations are taking a more orderly pattern. Both management and labour are growing in their ability to see each other’s point of view. Their relations are increasingly based on confidence in one another’s good faith.”



# Collective Agreements and Wage Schedules

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

### Mining

**Metal Mining—Cobalt, Ont.—Silver Miller Mines Limited and United Steelworkers of America, Local 4423.**

Agreement to be in effect from February 16, 1952, to February 15, 1953, and thereafter from year to year, subject to notice.

**Check-off:** voluntary and revocable.

**Hours:** 48 per week; the company will give consideration to eliminating the Saturday night shift when it is practical to do so.

**Overtime:** time and one-half for work in excess of 48 hours per week, double time for work on 5 specified *paid holidays*.

**Vacations with pay:** after one year's continuous service one week, after 3 years' service 2 weeks; employees with less than 12 months' service shall be entitled to 2 per cent of their earnings from the date of their employment.

**Hourly wage rates:** Mine—machine men, raise \$1.40, drift \$1.35, stope \$1.30; shaft leader \$1.50; shaft man, diamond drillers \$1.40; mucking machine operators \$1.35; timber men, hoistmen, slusher men, shaft sinking deckmen \$1.30; cage tender, deckmen \$1.20; muckers and helpers \$1.15. Surface—blacksmith, mechanic, carpenter \$1.35; truck driver \$1.25; blacksmiths' helpers, watchmen \$1.20; general surface work, janitor, lampmen \$1.10. Mill—mill mechanic \$1.35; drier men, crusher men, flotation men \$1.30; ball mill operator \$1.20. (An increase of from 10 to 20 cents per hour over the previous rates.)

Provision is made for *seniority rights, grievance procedure* and a *Labour Management Committee*.

### Manufacturing

**Machinery—Lachine P.Q.—Canadian Allis-Chalmers Limited and United Electrical, Radio and Machine Workers of America, Local 518.**

Agreement to be in effect from April 1, 1952, to March 31, 1953, and thereafter from year to year, subject to notice.

**Check-off** of monthly union dues voluntary for old and compulsory for new employees, irrevocable in either case.

**Hours:** 8½ per day, Monday through Friday, a 42½-hour week. **Overtime:** time and one-half for the first 3½ hours in excess of the above daily hours (except in case of shift changes) and for the first 8½ hours on Saturday, double time thereafter and for work on Sunday; double time and one-half for work on 8 specified *paid holidays*.

**Vacations with pay:** one week after one year, 2 weeks after 3 years, and 3 weeks after 20 years of continuous service.

**Hourly wage rates** for certain classes: blacksmith \$1.42 to \$1.66; boring mill, planer \$1.42 to \$1.79; burner \$1.28 to \$1.53, carpenter (maintenance) \$1.42 to \$1.54, crane operator \$1.28 to \$1.43, fitter \$1.37 to \$1.65; helper, general \$1.25 to \$1.28, production \$1.28 to \$1.37; labourer, trucker \$1.25; lathe \$1.28 to \$1.79, milling machine \$1.38 to \$1.74, painter \$1.28 to \$1.48, plate fitter \$1.37 to \$1.61, receiver \$1.31 to \$1.42, sheet metal work \$1.31 to \$1.55, shop clerk \$1.31 to \$1.47, splicer \$1.38 to \$1.48, tool-maker \$1.68 to \$1.79, welder \$1.29 to \$1.66, tractor driver \$1.28. The minimum hiring rate for unskilled labour shall be \$1.19 per hour, with automatic increases of 3 cents per hour at the end of the first and the second months when the rate of \$1.25 per hour is reached. Charge hands will be paid 10 cents per hour above the highest rate in the group. (These rates are from 30 to 34 cents per hour higher than the rates provided in the previous agreement.) Effective March 1, 1952, the then current cost-of-living bonus was incorporated into all rates and an additional 8 cents per hour was added.

**Off-shift differential:** employees working on regular shifts that start after 3 p.m. will receive a bonus of 7 cents per hour.

Provision is made for the *safety of employees, seniority rights and grievance procedure*.

**Automobiles—Windsor, Ont.—The Ford Motor Company of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200 (Hourly Rated Employees).**

Agreement, following strike (L.G., April, 1952, p. 529), to be in effect from February 19, 1952, to February 19, 1954, and thereafter from year to year, subject to 2 months' notice. This agreement is similar to the one previously in effect (L.G., July, 1950, p. 1045), with the following changes and additions:—

**Overtime** at time and one-half is now paid for all work on a Saturday or, in the case of a continuous 7-day operation, on the sixth consecutive day of a scheduled work week.

**Vacations with pay:** provisions are revised to provide one week to employees with one

and less than 3 years' seniority and 2 weeks to employees with 3 or more years' seniority (previously 2 weeks were granted after 5 years' seniority).

**Off-shift differential** is increased by 2 cents per hour, from 5 to 7 cents, for work commenced between the hours of 1 p.m. and the following 5 a.m.

**Improvement factor:** all employees will receive, by way of improvement factor, an increase of 3 cents per hour June 15, 1952, and a further increase of 3 cents per hour June 15, 1953, such amounts to be added to the base rate (a new provision).

**Escalator clause:** provisions for an escalator clause are added to the agreement. They provide for a cost-of-living allowance for all employees on the following basis: for every 1.3 point rise in the Dominion Bureau of Statistics' cost-of-living index above 164 a one cent per hour bonus will be granted. Adjustments will be made quarterly, upwards or downwards, but in no event will a decline in the index below 164 points provide the basis of a reduction in the wage scale. Employees were granted a cost-of-living increase of 5 cents per hour September 1, 1950, and one of 3 cents an hour March 4, 1951. Based on the above formula, the agreement provides for further cost-of-living allowances of 5 cents per hour effective June 1, 1951, of 6 cents per hour effective September 1, 1951, and of one cent per hour December 1, 1951, bringing the cost-of-living bonus up to 20 cents per hour at the time of the effective date of the agreement.

## Construction

**Various Trades—Niagara Falls, Ont.—**  
*The Hydro-Electric Power Commission of Ontario (Sir Adam Beck Niagara Generating Station No. 2) and The Niagara Development Allied Council, A.F. of L., Comprising Seventeen International Unions.*

Supplementary agreement to agreement effective from March 4, 1951, until the completion of the project (L.G., June, 1951, p. 825), provides for the following changes and additions:—

**Overtime:** a provision has been added that in the case of tunnel work and all work which calls for six 8-hour days, the first 4 hours on Saturdays shall be paid for at straight time, with time and one-half thereafter and for any hours in excess of 8, Monday through Friday.

**Statutory holidays:** 2 specified holidays are now paid holidays; work thereon will be paid for at double time in addition to holiday pay.

**Wage rates** are increased in most cases by 20 cents an hour. This includes an increase of from 5 to 15 cents per hour which became effective August 19, 1951. The hourly rates for certain classes now are: boilermakers, blacksmith and drill sharpener, ironworker, welder \$1.95; carpenter, cribman, sawfiler, millwright \$1.90; asbestos mechanic \$1.85; rigger, first class \$1.95, second class \$1.80; electrical workers \$1.20 to \$2, lineman \$1.17 to \$1.95, groundman \$1.44, engineers \$1.30 to \$2; tunnel workers, miners and drillers \$1.58, muckers \$1.30 to \$1.40, powderman \$1.45, labourers \$1.20 to

\$1.30; truck drivers \$1.35 to \$1.60. The provision that truck drivers who regularly work both above and below ground will be paid 5 cents per hour extra is deleted and another provision is inserted to the effect that all hourly-rated employees who are required to work underground for short periods will receive the full underground pay of 10 cents per hour or any fraction thereof.

**Shift differentials:** on 3-shift operations employees, with the exception of firefighters and tunnel workers who are eligible to participate in incentive bonus plans and watchmen, will be paid, effective April 6, 1952, a shift differential of 7 cents per hour for work on the evening shift and 12 cents on the night shift. Where the schedule provides for regular rotation of shifts, employees on all 3 shifts may be paid, at the discretion of the employer, 6 cents per hour in lieu of the above shift differential. Where two shifts per day are worked a shift differential of 10 cents per hour will be paid for the second shift. Previously, employees were not paid a shift differential.

The Commission, with the co-operation of the Council, will develop and put into effect an optional savings and insurance plan.

## Transportation and Public Utilities

**Longshore Work—St. John's, Newfoundland.—**  
*The Newfoundland Employers' Association Limited and The Longshoremen's Protective Union.*

Agreement to be in effect from May 1, 1952, to April 30, 1953, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, Dec., 1950, p. 2064, except that the wage rates are increased (day rates are increased by from 12 to 30 cents per hour, with corresponding increases in other rates. This includes an increase of from 6 to 15 cents per hour in the day rates, and corresponding increases in other rates, which became effective May 1, 1951), and special rates for Sunday meal hours are added to the wage scale.

**Hourly wage rates** now in effect for (1) day; (2) early night; (3) late night; (4) meal hours, union holidays, Saturday nights; (5) Sundays; (6) Sunday meal hours, respectively: Steamship—general and salt cargoes, loading salt on board foreign trawlers \$1.50, \$1.70, \$2.25, \$2.40, \$3, \$3.80; cement, sand, coal \$1.58, \$1.78, \$2.33, \$2.48, \$3.16, \$3.96; Welsh steam coal and slag, cold storage on ships \$1.68, \$1.88, \$2.43, \$2.58, \$3.36, \$4.16; anthracite coal \$1.70, \$1.90, \$2.45, \$2.60, \$3.40, \$4.20; ammunition \$2.10, \$2.53, \$3.02, \$3.17, \$4.20, \$5; general labour about premises 97½ cents, \$1.08½, \$1.33½, \$1.93½, \$1.93½, \$2.40½. Fish wharf—barrowing and packing \$1.08, \$1.23, \$1.44, \$1.88, \$1.88, \$1.88; labour in oil freezers or cleaning oil tanks \$1.02, \$1.17, \$1.37, \$1.86, \$1.86, \$1.86; general labour 98 cents, \$1.13, \$1.34, \$1.85, \$1.85, \$1.85. Seal—packing skins, scrapping and piling skins, salting and piling skins, drumming skins after manufacturing period \$1.05, \$1.20, \$1.41, \$1.87, \$1.87, \$1.87; all factory work, wheeling to elevator or drop, drumming skins during manufacturing period \$1.12, \$1.27, \$1.48, \$1.89, \$1.89, \$1.89;



cleaning steamers or vessels after voyage \$1.50, \$1.70, \$2.25, \$2.40, \$2.40, \$2.40; drawing and shipping oil, other labour about premises 98 cents, \$1.13, \$1.34, \$1.85, \$1.85, \$1.85; cleaning seal tanks \$1.02, \$1.17, \$1.37, \$1.86, \$1.86, \$1.86. Cold storage—men: casual labour around plant 98 cents, \$1.13, \$1.34, \$1.85, \$1.85; casual labour in plant \$1.02, \$1.17, \$1.37, \$1.86, \$1.86, \$1.86; wheeling fresh fish into plant \$1.05, \$1.20, \$1.41, \$1.85, \$1.85, \$1.85; checkers and weighers \$1.08, \$1.23, \$1.44, \$1.88, \$1.88, \$1.88; filleters and skimmers \$1.03, \$1.18, \$1.38, \$1.87, \$1.87, \$1.87; women 59, 67, 97, 97, 97 cents. The special rates on certain cargoes are the same as in the previous agreement.

### **Shipping—East Coast.—Certain Shipping Companies and The Canadian Merchant Service Guild.**

Agreement, covering deck officers on Canadian registered deep sea dry cargo freight vessels, to be in effect from July, 1, 1952, to June 30, 1953, with provision for the renewal for another year.

**Preference of employment:** the companies will recognize the Guild as the source of supply for its deck officer personnel; such personnel shall be requested from the nearest office of the Guild and through the National Employment Service. If the Guild is unable to furnish competent deck officers when and where required, the companies shall have the right to obtain officers elsewhere and such officers shall not be discriminated against by the Guild.

**Overtime:** the following monthly lump sum overtime payments will be made in full compensation for all overtime, except security watch: chief officer \$45, 2nd Officer \$35, 3rd officer \$30. In port, when a deck officer is required for security duty all night after 8 hours' day duty, he shall, except on days of arrival and sailing, be entitled to the following 24 hours off duty or, when this is not possible, to one day's additional leave or pay in lieu thereof.

**Statutory holidays:** work on 6 specified holidays shall be confined to that usually performed on Sundays. Any deck officer required to be on duty on a holiday in port shall be entitled to the following 24 hours off duty or, where this is not possible, to one day's additional leave.

**Annual leave:** deck officers shall be granted 30 days' annual leave on basic pay after having completed one year's continuous satisfactory service with the same company; unless otherwise mutually agreed, this leave will be given in home port. *Pro rata* leave may be granted before expiry of 12 months, if mutually agreeable. In the case of a laid-up vessel, where no immediate employment in the same or a higher capacity is available, the deck officer shall receive leave on a *pro rata* basis. Deck officers engaged in a relieving capacity on articles shall receive leave on the basis of one day per month.

**Sick benefits:** any deck officer who, in any port outside of Canada, has to be signed off a vessel owing to an illness, other than venereal disease and alcoholism, shall, in addition to medical care and maintenance to which he is entitled under the Canada Shipping Act, be entitled to two-thirds of his basic pay until fit for duty and offered

employment in a rank similar to that which he held when becoming sick or until he has been repatriated to a proper return port, whichever first happens, provided, however, that such sick pay shall not continue after 12 weeks.

**Marine disaster:** any deck officer who, while in the employ of a company, suffers loss of clothing and personal effects through marine disaster or shipwreck shall be compensated by the payment of \$450.

**Basic monthly wage rates:** on vessels 7,001 to 12,000 gross tons—chief officer, without certificate of rank \$320 on appointment and \$325 after one year; with certificate of rank from \$335 on appointment to \$350 after 3 years; with superior certificate from \$355 on appointment to \$370 after 3 years; 2nd officer, without certificate of rank \$282.50 on appointment and \$287.50 after one year; with certificate of rank from \$297.50 on appointment to \$312.50 after 3 years; with superior certificate from \$307.50 on appointment to \$322.50 after 3 years; 3rd officer, with certificate of rank \$260 on appointment and \$265 after one year; with superior certificate \$270 on appointment and \$275 after one year. For vessels 4,501 to 7,000 gross tons the basic rates are reduced by \$10 throughout, for those 2,501 to 4,500 gross tons by \$20, for vessels 1,501 to 2,500 gross tons by \$30, and for vessels 1,500 gross tons and under by \$40. (The above rates for chief officers are \$30, for 2nd officers \$27.50, and for 3rd officers \$25 higher than the previous rates.) A deck officer promoted from one rank to the next shall start at the basic rate for that position.

On vessels carrying explosives in 50-ton lots or over, deck officers will be paid \$15 per month over regular wages while such cargo is on board the vessel.

In the event of any vessel sailing from any port without the full complement of watchkeeping deck officers, the wages of the absentees shall be equally divided among the deck officers who perform their duties.

**Subsistence allowance** of \$5 per day for meals and room allowance of \$4.50 per day shall be paid to deck officer personnel if board or living accommodation is not furnished while in port.

**Uniforms:** deck officers required to wear company's insignia shall be granted one free issue per year.

Provision is made for the adjustment of grievances and for suitable clean quarters.

### **Shipping—East Coast.—Certain Shipping Companies and The National Association of Marine Engineers of Canada Inc.**

Agreement, covering engineer officers on Canadian registered deep sea dry cargo freight vessels, to be in effect from July 1, 1952, to June 30, 1953; provision is made for the renewal for another year. This agreement is similar to the agreement between Certain Shipping Companies and The Canadian Merchant Service Guild, summarized above.

**Overtime:** the following monthly lump sum overtime payments will be made in full compensation for all overtime, except security watch: 2nd engineer \$45, 3rd engineer \$35, 4th engineer \$30, 5th engineer \$25. In port, when an engineer officer is required for security duty all night, having already performed 8 hours' day duty,



he shall, except on days of arrival and sailing, be entitled to the following 24 hours off duty or, when this is not possible, to one day's additional leave or pay in lieu thereof.

**Basic monthly wage rates:** on vessels 7,001 to 12,000 gross tons—2nd engineer, without certificate of rank \$320 on appointment and \$325 after one year; with certificate of rank from \$335 on appointment to \$350 after 3 years; with superior certificate from \$355 on appointment to \$370 after 3 years; 3rd engineer, without certificate of rank \$282.50 on appointment and \$287.50 after one year; with certificate of rank from \$297.50 on appointment to \$312.50 after 3 years; with superior certificate from \$307.50 on appointment to \$322.50 after 3 years; 4th engineer, without certificate of rank \$250 on appointment and \$255 after one year; with certificate of rank \$260 on appointment and \$265 after one year; with superior certificate \$270 on appointment and \$275 after one year; 5th engineer, with certificate of rank \$235 on appointment and \$240 after one year; with superior certificate \$245 on appointment and \$250 after one year. For vessels 4,501 to 7,000 gross tons the basic rates are reduced by \$10 throughout, for vessels 2,501 to 4,500 gross tons by \$20, for vessels 1,501 to 2,500 gross tons by \$30 and for vessels 1,500 gross tons and under by \$40. (The above rates for 2nd engineers are \$30, for 3rd engineers \$27.50, for 4th engineers \$25 and for 5th engineers \$20 higher than the previous rates.)

## Service

### **Fire-Fighters—Vancouver, B.C.—City of Vancouver and International Association of Fire Fighters, Local 18.**

Agreement to be in effect from March 1, 1952, to February 28, 1953, and thereafter from year to year, subject to 2 months' notice.

Existing working conditions, not specifically mentioned in the agreement, as established by custom and usage shall continue in effect without change during the term of the agreement.

**Vacations with pay** will be granted to all eligible employees on the following basis: during the first year of employment, if

service commenced in January, 14 calendar days, if in February, 12, if in March, 10, and if in April, May or June, 7 calendar days; after one year's continuous service 14 calendar days and after 15 years' continuous service 21 calendar days per annum. All fire fighters of the rank of first class fireman and above shall be entitled to 4 days' additional vacation with pay per annum in lieu of statutory holidays.

**Sick pay:** all eligible employees shall be entitled to all the benefits of the "Sick Pay Plan" adopted by Council on December 5, 1949.

Employees absent from work due to injuries received while on duty shall pay to the City all moneys received from the Workman's Compensation Board and shall receive from the City their full wages during such absence.

**Monthly wage rates:** firefighter, first year \$241, 2nd year \$266, 3rd year \$292, 4th year \$318; lieutenant \$344, captain \$368, district chief \$424, pilot (fire boat) \$381, relief pilot \$344, chief engineer (fire boat) \$368, shift engineer \$356, machinist mechanic \$330, master mechanic \$399, master carpenter \$366, carpenter \$330; first aid instructor, training officer \$424; fire warden grades and junior alarm operators same as firefighters; fire warden officers same as equal rank firefighter officers; senior alarm operator \$362. (The above rates are approximately 13 per cent higher than the previous rates.) Office staff shall receive the same pay as the staff at the Vancouver City Hall, plus \$2.50 per month contribution to the Medical Services Association in respect of married men, and \$1.25 per month in respect of single men.

**Welfare plan:** the city will, in addition to above wages, provide for the payment in respect of all eligible employees other than office staff and clerical workers the sum of \$2.50 per month in respect of married men and \$1.25 in respect of single men as a contribution towards the payment of membership fees in the C.U. and C. Health Services Society.

**Seniority:** other things being equal, seniority shall be given effect with regard to promotions.

Provision is made for the settling of disputes and the supplying of uniforms and fire fighting equipment by the City.

# Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the amendment of two agreements, both summarized below.

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and

employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Requests for the amendment of the agreements for the building trades and for metal trades at Quebec were published in the *Quebec Official Gazette* of June 28. Requests for a new agreement for the paint manufacturing industry in the province and for the amendment of the agreements for truck drivers and for the building trades at Quebec, for the building trades at St. Jérôme and in the counties of Drummond, Arthabaska and Nicolet were gazetted July 5. Requests for the amendment of the agreements for the uncorrugated paper box industry in the province, for retail stores at Rimouski, for garages and service stations at Montreal and for the printing trades at Chicoutimi were published July 12.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

## Manufacturing

### Garages and Service Stations, Quebec

An Order in Council, dated June 27, and gazetted July 5 amends the previous Orders in Council for this industry (L.G., Nov., 1949, p. 1420; Aug., 1951, p. 1107, and previous issues). Another amendment was published in the *Quebec Official Gazette* of December 1951. The Canadian Automotive Wholesalers and Manufacturers Association, Eastern Division, Quebec Branch, is added to the list of contracting parties.

*Hours* for journeymen and apprentices in garages are reduced from 54 to 49 per week (9 per day as formerly) distributed between 7 a.m. and 6 p.m., Monday through Friday, 7 a.m. and 12 noon Saturday.

*Overtime:* time and one-half (rate unchanged) for work done in excess of 9 per day, 49 per week, instead of 9 per day, 54 per week as formerly.

*Minimum wage rates* (industrial establishments) in zone I are from 5 to 20 cents per hour higher and the new rate for certain classifications are now as follows:— journeymen mechanics, fitters, machinists, electricians, body workers, wheelwrights, blacksmiths, welders, painters and upholsterers class "A" \$1.35, class "B" \$1.15, class "C" \$1.10, class "D" \$1.05; storage battery man, vulcanizer and retreader, glazier and greaser \$1.05. Minimum rates for service men in commercial establishments of zone I are increased from 75 to 85 cents per hour and minimum rates for automobile washers and delivery men in either industrial or commercial establishments are increased from 65 to 75 cents per hour.

Employees are entitled to a *minimum weekly guarantee* of 35 hours of work per week at regular rates. Regular employees may claim one week's wages if employer fails to serve one week's severance notice.

*Vacation:* in addition to one week's vacation with pay after one year of continuous service with the same employer previously provided for, this amendment now provides for a second week with pay after 5 years of service instead of after 10 years as formerly.

Other provisions include apprenticeship regulations and charges for room and board.

## Construction

### Building Trades, Sorel

An Order in Council, dated June 27, and gazetted July 5, amends the previous Orders in Council for this industry (L.G., Dec., 1950, p. 2067; Oct., 1951, p. 1377, and previous issues). Six contractors are added to the list of contracting parties.

*Minimum hourly wage rates* are increased by from 5 to 20 cents per hour in zones I and II with the exception of the rates for ornamental iron erector and for electrical and plumbing contractors (personal services) which are 40 and 50 cents per hour higher respectively in zone II. New minimum rates for certain classifications are now as follows: zone I—bricklayer, plasterer, mason and cement finisher \$1.60; carpenter-joiner (including screen setter, wood or metal window, window-frame and steel partition setter), journeyman electrician, tinsmith-roofer, journeyman plumber and pipe mechanic, welder, ornamental iron erector \$1.40; carpenter-joiner and painter working for a door and window manufacturer, electrician (lineman), junior journeyman plumber (first 6 months), lather (wood or metal), marble layer, terrazzo layer, reinforcing steel erector \$1.25; truck driver, hod carrier \$1.10; boiler fireman \$1.20; junior journeyman plumber (second 6 months), blacksmith (construction) \$1.35; steam crane operator \$1.20; labourer \$1; plumbing and electrical contractors (personal services) \$2; painter \$1.30; steam mixer operator \$1.15. Minimum rates for bulldozer operators, cement vibrator operator \$1.25; landscape worker \$1; watchmen (72 hours per week) 70 cents and water carrier 75 cents are unchanged. New classifications are added as follows:—roofer (composition, asphalt, sand and gravel), millwright, pipe insulation mechanic, oil burner mechanic, cork insulation layer \$1.40; machinist \$1.25; compressor operator \$1.20; shovel operator \$1.45. Minimum rates of zone II are 10 cents per hour less than the above with the exception of the rates for electrical and plumbing contractors (personal services) which are 25 cents per hour lower. Minimum weekly wage rates for maintenance men are from \$5 to \$10 per week higher as follows:— journeymen (skilled workers) in city of Sorel and town of St. Joseph de Sorel \$45, other municipalities \$35; labourers at Sorel and St. Joseph de Sorel \$35, other municipalities \$30.



# Industrial Standards Acts, etc.

Recent proceedings, under the Industrial Standards Acts, etc.\* include 10 new schedules, all summarized below. Eight of the new schedules in Nova Scotia affecting building trades workers at Halifax and Dartmouth are combined in one summary.

## NOVA SCOTIA

### Construction

#### Bricklayers, Carpenters, Electrical Workers, Painters, Plasterers, Plumbers, Sheet Metal Workers, Labourers, Halifax and Dartmouth

Orders in Council made July 14, and gazetted July 16, make binding the terms of new schedules for the above trades at Halifax and Dartmouth, to be in effect from July 26, 1952, until April 30, 1953, and thereafter until rescinded or replaced by another schedule.

The terms of these schedules are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, Nov., 1951, p. 1540, with the exception of the following:—

*Minimum hourly wage rates* are increased by 15 cents per hour and are now as follows: bricklayer \$1.72; carpenter \$1.51; electrician (journeyman) \$1.61, (charge hand) \$1.71; painter (brush) \$1.35, (spray) \$1.45; plasterer \$1.63; plumber \$1.58; sheet metal worker \$1.41; labourer \$1.06. (Rates

\*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August, 1951, p. 1110.

include 3 cents per hour in lieu of vacation with pay with the exception of the rate for labourers.)

*Hours* remain at 40 per week for tradesmen and 48 for labourers.

## ONTARIO

### Construction

#### Painters, Brantford

An Order in Council, dated June 12, and gazetted June 21, makes binding the terms of a first schedule for painters and decorators at Brantford, to be in effect from July 1, 1952, during pleasure.

*Hours*: 8 per day, Monday through Friday, 4 on Saturday, 44 per week. Work which cannot be done during regular hours may be done during any other hours if an employee does not work more than 8 hours and such work will be night work.

*Overtime*: time and one-half for work in excess of regular hours and on Saturday from noon till 5 p.m., double time for work on any of 11 specified holidays. Overtime work, with the exception of the one hour immediately following the working period of a regular working day, is subject to the issuance of a permit by the advisory committee, and no permit will be issued for work on a holiday except in cases of extreme necessity.

*Minimum hourly wage rates* for work during regular hours and for night work: spray painter \$1.45; all other work \$1.35. Employees on night work are entitled to 8 hours' pay for 7 hours' work. The advisory committee is authorized to set a lower minimum rate for handicapped workers.

#### Carpenters, Sudbury

An Order in Council, dated June 26, and gazetted July 12, makes binding the terms of a first schedule for carpenters at Sudbury, to be in effect from July 22, 1952, during pleasure.

*Hours*: 8 per day, 40 per week. Work which cannot be done during regular hours may be performed during other hours if an employee works not more than 8 hours and such work will be night work. Other regulations govern shift work.

*Overtime*: double time for work on any of 7 specified holidays; time and one-half for all other overtime work. Overtime, with the exception of the one hour immediately following the regular working period of a regular working day is subject to permission of the advisory committee and no permit will be issued for work on a holiday except in cases of extreme necessity.

*Minimum hourly wage rates*: \$1.70 per hour during regular working periods; \$1.75 per hour for night work and for work done during night shift. The advisory committee may fix a lower minimum rate for handicapped workers.

Because cigar rolling makes no demands on the mind, a cigarmakers' union in Cuba hires, at the princely salary of \$100 per week, a man to read to its members while they work. Each of the 500 employees in a Havana cigar factory contributes 20 cents weekly to make up the reader's wages.

The father of the AFL, Samuel Gompers, was employed at one time as a reader to cigarmakers.



## Legislation Enacted in Manitoba at 1952 Session of Legislature

Apprenticeship and workmen's compensation legislation amended. New Act passed to promote safety in installation and use of oil burners

The Manitoba Legislature, in session from February 5 to April 3, made several changes in existing legislation relating to apprenticeship, workmen's compensation, factories and elevators. A new Act was passed to promote safety in the installation and use of gas and oil burners. The provincial Government was authorized to enter into agreements with the federal Government with respect to old age and blind persons' assistance.

### Apprenticeship

An amendment to the Apprenticeship Act enables the Lieutenant-Governor in Council to establish selected areas of the province as apprenticeship zones. This amendment is designed to stimulate apprenticeship training throughout the province. Presently 76 per cent of apprentices registered are from the Greater Winnipeg area. A local apprenticeship committee may be appointed for each zone with equal representation of employers and employees and with a chairman who may be a civil servant. The term of office for members of the committee is three years but they may be re-appointed.

The powers and duties of local apprenticeship committees are to be prescribed by regulation. The regulations may also prescribe the general duties and responsibilities of employers and apprentices in respect to apprenticeship and may require a certified journeyman to keep his certificate posted in a conspicuous place in the workshop or, if that is not possible, to carry a facsimile issued by the Minister.

It is now expressly stated that an employer may not employ in a designated trade, except under an agreement, any person between 16 and 21 years who has not completed his apprenticeship, thus placing an equal responsibility on the employer and the person seeking employment. As before, the Act prohibits a person eligible to be an apprentice from

being employed for more than three months in a designated trade without an agreement unless he is granted a permit by the Board exempting him from compliance with the Act.

By a further amendment, if a prospective apprentice lacks the necessary educational qualifications for entering into an agreement, the provincial Apprenticeship Board, upon the recommendation of the trade advisory committee, may prescribe a special course of combined education and apprenticeship training for him. An agreement may be entered into to enable him to obtain a certificate of qualification.

The section providing penalties for offences against the Act was amended to state that each day an offence continues will constitute a separate offence.

### Workmen's Compensation

Besides amending the Workmen's Compensation Act, the Legislative Assembly appointed on March 25 a Special Select Committee of 14 members, with the Minister of Labour as chairman, to make an inquiry into the Act and its operation.

The amendment brings the following industries within the coverage of the Act: oil well drilling and any connected operation; manufacture of plastic material; operation of farm machinery agencies; operation of bulk oil agencies; and operation of cold storage locker plants. The entire operation of wholesale establishments is now included instead of, as before, only wholesale deliveries, shipping, receiving and packing.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

## Gas and Oil Burners

A new system of issuing permits for the installation of gas and oil-burning equipment, both industrial and domestic, which will enable the Department of Labour to ensure that only approved equipment is sold or installed, was provided for by the Gas and Oil Burner Act. For some years, by regulations under the Factories Act and the Fires Prevention Act, only persons who had successfully passed an examination and received a licence have been permitted to install or service oil-burning equipment. The requirement that the installation of any gas and oil-burning equipment must be done by a licensed person is continued in the new Act.

The Gas and Oil Burner Act, which will come into force on proclamation, provides that no device using oil or gas for fuel, or any tank or container for oil or gas to be attached to such device, can be sold, installed or used unless its design and construction have been approved and a permit for its installation has been issued by the Department of Labour. The Act does not apply to internal combustion engines, storage tanks or gasometers used in a gas distribution system already in operation in a city or municipality when the Act comes into force, or oil pipelines carrying oil to a refinery or its storage tanks.

A permit and licence are not required for the installation of small or portable appliances, to be specified in the regulations. The Minister of Labour may authorize any municipality to issue permits.

Regulations may be made by the Lieutenant-Governor in Council setting out standards to be observed regarding design, construction, inspection, installation, operation and repair of the equipment; adopting as regulations any relevant codes, rules or standards in whole or in part, or any amendments with or without modification; and providing for the issue of licences and permits.

An individual convicted of violating any provision of the Act or regulations is liable to a fine of up to \$100; a corporation to one of up to \$300. Each day an offence continues counts as a separate offence.

## Factories

Amendments to the Factories Act included a general re-wording and consolidation of the section which permits the Lieutenant-Governor in Council to make regulations for the protection of persons

engaged in industrial processes involving the use or manufacture of benzol or other harmful substances and for the regulating and licensing of other trades in which there is danger of fire or explosion. Penalties are no longer to be prescribed in the regulations. Those laid down in the Act will apply.

The maximum fine for an employer who contravenes the Act, regulations or an order of the inspector was raised from \$50 to \$500. A fine, not to exceed \$100, may be imposed on an employee who is convicted of a violation. In either case, three months' imprisonment may be imposed as an additional or alternative penalty. Further, a person will be deemed guilty of a separate offence for each day that an offence is continued.

## Elevators

A change was made with respect to the power of the Elevator and Hoist Board by an amendment to the Elevator and Hoist Act. Instead of authorizing the Board to adopt rules and regulations, the Act now states that the Board may recommend to the Minister of Labour the adoption of regulations and orders. These regulations cover the construction, operation, inspection and licensing of elevators and other hoisting appliances and the licensing of elevator operators. The Lieutenant-Governor in Council may make regulations to give effect to any recommendation of the Board.

The Board no longer has power to impose penalties. The Act now contains a section which sets a maximum fine of \$50 for an individual and \$300 for a corporation convicted of violating the Act or regulations. Each day an offence continues is to be considered a separate offence.

## Elections

Several sections of the Manitoba Election Act were amended, including the one dealing with voting time for employees. Previously, the Act provided for a half-holiday (after 1 p.m.) in any electoral division on an election day and any employee not given the half-holiday had to be allowed voting time from noon till 2 p.m. No provision is now made for a half-holiday. Every employee who is a voter is entitled to three consecutive hours while the polls are open. If he does not have this time outside his working hours, his employer must grant him sufficient time, without penalty or loss of pay, to provide three consecutive hours. A fine of up to \$50 for an individual and \$300 for



a corporation may be imposed for breach of this provision. The same time for voting is provided for under the federal Elections Act.

It is provided that employees of railway and commercial air service companies, with the exception of those to whom the three consecutive hours cannot be allowed without interfering with the operation or despatch of trains or aircraft, must be given the same voting time as other employees.

By the repeal of certain sections of the Act, persons of Indian blood are given the right to vote in a provincial election.

### Old Age and Blind Pensions

A 1951 amendment (L.G. 1951, p. 1122) to the Old Age and Blind Persons' Pensions Act authorized the Manitoba Government to enter into an agreement with the Government of Canada for the payment of old age pensions to needy persons between 65 and 69 years of age on a 50-50 basis and to needy persons over 21, with the federal Government contributing not less than 75 per cent of the amount paid for pensions to the blind.

These bases of contribution are continued by two new separate Acts, one providing for the payment of old age assistance and the other for allowances to blind persons, similar to those passed by the other nine provinces at special sessions in 1951 and at the regular 1952 sessions. The Old Age Assistance Act (which repeals the Old Age and Blind Persons' Pensions Act and which is complementary to the federal Old Age Assistance Act) makes pensions payable in accordance with the provisions of the federal Act regarding age, residence and allowable income. The Blind Persons' Allowances Act is complementary to the federal Blind Persons Act.

Both Acts provide for administration by the Old Age Assistance and Blind Persons' Allowances Board established under the Health and Public Welfare Act. (The latter Act was amended to provide for the establishment of the Board). As in other provinces, an application for an allowance is to be made in the first instance to the local authority having jurisdiction in the locality in which the applicant resides. "Local authority" is similarly defined in both Acts as a municipal corporation, or, in the City of Winnipeg, the department, committee or person designated by the city council. In the case of unorganized territory, the local authority may be appointed by order of the Lieutenant-Governor in Council.

Upon receipt of an application from the local authority endorsed with its recommendation as to whether the application should or should not be approved, the Board has authority to refuse to grant an allowance or to order payment as it thinks fit.

Both Acts provide for recovery as a debt, with five per cent interest, of overpayments or payments made by reason of fraud or misrepresentation. Payments made under the Acts or regulations are not recoverable from the estate of a pensioner and all notices of liens under the previous Act against real or personal property are withdrawn.

Old age assistance and blind persons' allowances are exempt from provincial and municipal taxes, are not subject to attachment, and are not assignable. Receipt of a pension or allowance is no disqualification from voting.

The Acts are retroactive to January 1, 1952.

### Jury Service

An amendment to the Jury Act permits women to serve on juries in Manitoba but provides that a woman not wishing to serve may apply on a special form (which is to accompany her summons) for a year's exemption. Other provinces which allow women jurors are Alberta, British Columbia, Ontario and Saskatchewan. Nova Scotia does not specifically exclude women from juries. Subject to the exemptions set out in the Act, every inhabitant of Manitoba who is between 21 and 60 years and a British subject may qualify for jury service.

Added to the list of persons already exempted by the Act are nuns, nurses, and persons married to judicial officers, court officials, police officers, gaolers, doctors, lawyers, dentists or chemists. Professional women, e.g. teachers and doctors, are also exempt. Where previously only pilots of commercial aircraft were exempted, other employees of airlines, such as crew members and station personnel, are now also exempt from jury service.

A new section permits the selection in civil cases of juries of one sex only, if the presiding judge, of his own accord or on the application of the parties or a party, so orders. The judge presiding at a civil case is also empowered to excuse a woman from jury service, at her request, by reason of the nature of the evidence to be given or the issues to be tried.

The Act becomes effective on September 1, 1952.



## Bills Not Passed

Four Private Members' Bills of interest to labour were introduced but did not go beyond first reading.

An amendment to the Hours and Conditions of Work Act would have provided for a maximum work-week of 40 hours for workers of both sexes, after which time and one-half would be paid. The present weekly limit for men is 48 hours and for women 44 hours, unless time and one-half is paid for overtime. The amendment would also have required double time rather than time and one-half to be paid to an employee who works on a general holiday. The Act at present exempts from the weekly rest requirement watchmen, janitors and firemen residing in the building in which they are employed unless their work cannot reasonably be performed within an average of 10 hours of actual work each day. The amendment would have changed the 10 hours to eight hours.

A proposed amendment to the Vacations with Pay Act would have entitled an employee after a year of service to a vacation with pay of two weeks. At present the Act provides for a vacation of one week after a year of employment and two weeks after three consecutive years. The amending Act would also have raised the vacation pay credit of construction workers of two per cent to four per cent of wages and extended it to construction workers throughout the province. The stamp system of vacation pay now applies only in the Greater Winnipeg area.

A third Bill sought to amend the Labour Relations Act in a number of particulars. It would have added a check-off provision, making it obligatory for an employer to check off union dues at the request of a certified trade union and on the written authorization of an employee.

By the repeal of a number of provisions, it would have had the effect of: (1) permitting the Manitoba Labour Board to certify a trade union consisting of municipal policemen which is affiliated with a provincial, national or international trade union or association of trade unions; (2) preventing the Board from revoking the certification of a bargaining agent which in its opinion is no longer supported by a majority of the employees; (3) taking away the Board's jurisdiction to decide whether a person is a member in good

standing of a trade union; and (4) bringing under the Act all employees of the provincial Government and of any Government-appointed board or commission.

The Bill would have made two changes in the unfair labour practices section of the Act. Section 6 (2) provides that nothing in the Act prohibits the parties to a collective agreement from including in the agreement a clause requiring, as a condition of obtaining employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union. The amendment would have struck out the word "obtaining", with the result that the clause authorized would be one requiring membership in a specified trade union as a condition of employment. The other change was designed to protect the pension rights or benefits of employees who cease to work as the result of a legal strike or lockout, or who are dismissed contrary to the Act.

A further amendment would have changed the word "decrease" to "change" in the section which forbids an employer to decrease wage rates or alter any other conditions of employment without the consent of the employees affected while bargaining is going on for the purpose of renewing an agreement or concluding a new agreement.

The Bill also would have repealed the present sections of the Act which give authority to the Minister of Labour to refer a complaint of refusal to bargain to the Board and to appoint an Industrial Inquiry Commission or conciliation officer to investigate a complaint regarding any alleged violation of the Act. Instead, it would have provided for a Board hearing of any complaint and, where a violation was found to have occurred, for the filing in magistrate's court of a Board order indicating the precise nature of the violation, whereupon the court should be required to impose the penalty laid down in the Act for the offence.

A civil rights Bill, designed to guarantee by law the enjoyment of certain civil rights and to prevent discrimination in employment or in professional associations or trade unions on account of race, creed, religion, sex, colour or national origin, was introduced, as in the past several years, but again failed to pass.

## Resolutions

A resolution passed February 26 by a vote of 34 to 15 resulted in the appointment of the Select Special Committee on Workmen's Compensation, noted above.

A motion carried on March 21 stated that the provincial Government should consider the advisability of registering hourly-paid workers and persons employed on a casual basis by the provincial Government with the Unemployment Insurance Commission in order that provision can be made for possible periods of unemployment.

On February 18 a resolution was adopted recommending that the federal Government be urged to agree that, apart from recoveries for overpayment, no further

recoveries be required from pensioners or pensioners' estates for old age pensions paid prior to December 31, 1951.

The Legislature passed a resolution on March 27 urging the Government to co-operate fully with the National Advisory Committee on Rehabilitation with a view to finding an effective solution on a national basis of the problems of the physically handicapped. Co-operation with the Rehabilitation Committee of the Health Division of the Welfare Council of Greater Winnipeg was also advocated.

## Legal Decisions Affecting Labour

**Manitoba Court of Appeal finds provincial Labour Board had discretion to refuse certification to a craft union. Ontario Appeal Court holds Labour Relations Board is not suable, affirming High Court decision**

### Manitoba Court of Appeal . . .

... reverses decision of lower Court which ordered the Manitoba Labour Board to certify craft union

The Manitoba Court of Appeal on June 17 reversed a judgment of the Court of King's Bench, which had directed the Manitoba Labour Board to certify the International Union of Operating Engineers, Local 827 (AFL), as bargaining agent for the five engineers and firemen employed in the Fort Garry beet-sugar processing plant of the Manitoba Sugar Company (L.G., July, 1952, p. 941). The Appeal Court unanimously found that the Board had exercised its lawful discretionary power in refusing to certify the union and that its decision could not be questioned by the Court.

The appeal was brought by the Manitoba Labour Board, the company, and Local 404 of United Packinghouse Workers of America, the certified bargaining agent for all the employees in the plant. Giving reasons for the Court's decision to allow the appeal, Mr. Justice Coyne reviewed the reasons given by the Board for its dismissal of the craft union's application. The Board had found that the certified bargaining agent for all employees of the company was capable of adequately representing the five engineers, who were members of that union as well as of the applicant union and who were required to exercise their technical skill for only about 10 weeks in the year and at other times

were not a group distinguishable from the other employees of the company. He considered that the basis of the Board's order rejecting the application for certification was its finding that the group of engineers which the applicant union wished to represent was not an appropriate unit for collective bargaining.

His Lordship emphasized that, before certification can be granted to a union, the Board must determine that the group it proposes to represent is appropriate as a bargaining unit. Except in case of bad faith, failure of notification to proper parties, or perhaps other circumstances, none of which was suggested in this case, the Board is the only authority to decide the question. To support this statement, Mr. Justice Coyne quoted Section 59 of the Manitoba Labour Relations Act:—

(1) If in any proceeding before the Board a question arises under this Act as to whether . . .

(f) a group of employees is a unit appropriate for collective bargaining; . . .

the Board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act . . .

(2) and not open to question or review, but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under the Act, and may vary or revoke any decision or order made by it under this Act.



His Lordship considered that this section precluded any Court review of the Board's decision on this matter. He stated also, however, that if it were necessary he would add that there were facts before the Board on which it could reach the conclusion embodied in its order and in the reasons given by the majority members.

Counsel for the applicant union had referred to the recent decision of the Nova Scotia Supreme Court in which it was held that the Labour Relations Board had no discretion to refuse certification where the applicant union complied with the statutory requirements (L.G., July, 1952, p. 937). Mr. Justice Coyne pointed out the differences between the two cases. In the Nova Scotia case, no bargaining agent had been certified for any employees of the company and the applicant union represented all the company's employees. The Board found the proposed bargaining unit appropriate but refused certification on the ground that it would be contrary to the public interest to certify the union since one of its leaders was a Communist. The Nova Scotia Court held that the Board had no such discretionary power.

Without expressing agreement with the conclusion of that Court, Mr. Justice Coyne held its decision inapplicable to the case before him because it was based on the situation which arises after the Board has determined that a unit appropriate for collective bargaining exists. In the Manitoba case, there was already a bargaining agent to which all employees of the plant belonged and the Board decided that the five members of the applicant union did not constitute an appropriate bargaining unit. Therefore, the applicant lacked a primary requisite for certification.

Mr. Justice Dysart, who gave separate reasons for judgment, considered that the chief question to be determined was whether the Board's powers in respect of applications for certification are discretionary or administrative, since the *mandamus* order issued by the Court of King's Bench directing the Board to certify the applicant union was appropriate only if the Board were a purely administrative body. He found that the Board exercised judicial functions, having the power to compel witnesses to attend and testify under oath and the power to weigh and give proper effect to evidence.

His Lordship reviewed the necessary qualifications set out in Section 8 of the Act for a trade union applying for certification on behalf of a craft unit. These are: (1) that the members of the unit

are employees; (2) that they exercise technical skills; (3) that these skills distinguish them from all other employees; (4) that a majority of the group are members of one trade union; and (5) that the union pertains to such skill. When these conditions are met, the applicant union "shall be entitled to be certified as the bargaining agent of the employees in the group, if the group is otherwise appropriate as a unit for collective bargaining". His Lordship believed that for this clause to have any meaning there must remain some qualifications to which the word "otherwise" applies, apart from those specified in Section 8.

He then referred to Section 9 which sets out the duties of the Board. The Board "shall determine whether the unit . . . is appropriate for collective bargaining", and when it has so determined, "may certify the trade union as the bargaining agent . . . of the unit". He noted that the Board "shall not certify . . . unless" it is satisfied of certain facts, that "for the purposes of determining" those facts it "may prescribe the nature of the evidence to be furnished", and that "notwithstanding anything in this Act" the Board must not certify if "in the opinion of the Board" the unit has been "influenced by an employer so that its fitness . . . for . . . collective bargaining is impaired". His Lordship emphasized that this provision, like several others in the Act, makes "the opinion of the Board" the basis of its decisions. He concluded that the Board is invested with wide powers of discretion to be exercised upon material, some of which is to be found outside the Act, and thus certification may depend upon considerations outside of the qualifications specified.

Mr. Justice Dysart believed that the context of the Act supported the view that the word "may" in Section 9 was permissive and not mandatory. He stated that all applications for certification are to be made "subject to the rules of the Board in accordance with" Section 7, and that these rules, if there were any, might well forbid an application where the employees are already represented by a satisfactory bargaining agent.

He held that, for the purpose of determining the qualifications regarding appropriateness for certification which might be covered by the word "otherwise", the Board may look beyond the letter of any particular section and try to interpret the spirit of the Act. The purpose of the Act, stated in its preamble, is "to promote equitable relations between employers and



employees and to facilitate the just settlement of disputes between them". Mr. Justice Dysart considered that the Board, in its effort to carry out this aim, was justified in taking into consideration the fact that the five members of the proposed bargaining unit were members of the union already certified as bargaining agent for all the employees and that both this union and the employer opposed the application. His Lordship observed: "Harmony is best served by refusing to certify a second bargaining agent of trifling membership".

Finally, Mr. Justice Dysart emphasized that Section 59 of the Act made the Board's decision as to whether the unit was appropriate immune to question or review, unless the Board, in reaching its decision, was influenced by some extraneous consideration which rendered the decision invalid in law. Here there was no proof that any invalid element entered into the Board's decision and therefore the decision should stand.

Chief Justice McPherson and the other judges of the Court concurred in these reasons for allowing the appeal. *In re International Union of Operating Engineers, Local Union 827, and Manitoba Labour Board et al* [1952] 6 WWR (NS), 49.

### Ontario Court of Appeal . . .

. . . affirms High Court decision to stay bus firm's action against Ontario Labour Relations Board

On March 12 the Ontario Court of Appeal dismissed the appeal brought by Hollinger Bus Lines Limited from a judgment of the High Court of Justice (L.G., Jan., 1952, p. 63). The company had sought an injunction in the High Court to restrain the Ontario Labour Relations Board from dealing with an application of the Amalgamated Association of Street Electric Railway and Motor Coach Employees for certification as bargaining agent for its employees. The High Court stayed the action on the ground that it was an abuse of the process of the court. The Appeal Court, affirming the High Court's decision, held that the action was not maintainable because the Board was not suable and, in any case, the only remedy where the Board exceeded its jurisdiction was *certiorari* or prohibition.

Mr. Justice Roach, giving reasons for the decision of the Appeal Court, held that

the action was not maintainable, first, because the Board was not a suable entity since it was not a corporation, a business partnership, a firm, or an association owning property and acting by agents, nor did the statute creating it provide or imply that the Board could sue or be sued. On the contrary, the Labour Relations Act provided that the Board could not be restrained "by injunction, prohibition, *mandamus*, *quo warranto*, *certiorari* or otherwise by any court. . . ."

Secondly, the relief sought by the plaintiff was obtainable only by *certiorari* or prohibition.

This action is based on the erroneous theory that there is a dispute in the nature of a *lis* between the plaintiff and the Board. The dispute was between the plaintiff and the body that sought certification by the Board. The Board adjudicated that dispute. What the plaintiff now alleges is that in that adjudication the Board either acted without any jurisdiction or exceeded its jurisdiction. Even if that be so, that does not create a new *lis* between the plaintiff and the Board. The plaintiff may have a complaint against the Board, but it has no claim against it.

If the plaintiff's complaint that the Board acted without any jurisdiction or exceeded its jurisdiction is well founded, the plaintiff has its remedy; but that remedy would not be by way of an action against the Board even if the Board were a suable entity because the plaintiff has no claim against the Board. The plaintiff may air its complaint on an application by way of originating notice for *certiorari*, or for prohibition in case the Board is threatening to do something further in excess of its jurisdiction.

The Supreme Court of Ontario has jurisdiction to supervise inferior Courts and also tribunals invested with judicial powers, and, if and when the occasion arises, upon application, to restrain them from exercising or attempting to exercise a jurisdiction which they do not possess; or if the excess of jurisdiction has already been exercised, the Supreme Court has jurisdiction to cause the proceedings in the inferior Court or before those other tribunals to be brought into the Supreme Court where the order or judgment or decision of the inferior Court or tribunal may be quashed. The former power of supervision is exercised by way of prohibition, the latter by *certiorari*.

Mr. Justice Roach then discussed the theory of *certiorari* to show that it was not an alternative to an action for an injunction but a different type of remedy altogether.

For these reasons the Court dismissed the company's appeal with costs. *Hollinger Bus Lines Ltd. v. Ontario Labour Relations Board*, [1952] 3 DLR 162.

# Recent Regulations, Dominion And Provincial

New war veterans allowance regulations issued. General increase in minimum rates established in Manitoba. Higher rates for hairdressers set in British Columbia. Rates applicable to Nova Scotia cities and towns extended to hotels, resorts in 20-mile area during the summer

Regulations under the War Veterans Allowance Act provide for the payment of an allowance to needy unemployable veterans, their widows and orphans, and, in cases where a veteran is able to undertake light or intermittent work, for the payment of an allowance during such time as he cannot obtain suitable employment.

In Alberta, the regulations setting out certification requirements for a manager, foreman and blaster in strip mining operations were amended.

Orders made by three Minimum Wage Boards are noted. In Manitoba, the general regulations which cover most employed persons in the province, excluding farm workers, domestic servants in private homes, municipal employees and persons employed by religious or other institutions, were revised, raising the minimum rates set in 1949 by eight to 11 cents an hour. The provisions regulating working conditions now include a limitation on weight-lifting. Women, girls and boys are forbidden to lift weights of more than 25 pounds.

In Nova Scotia, by a new order, women workers in hotels, restaurants, resorts and lunch stands located within 20 miles of a city or town must be paid during the summer season the minimum wage applicable in the city or town.

In British Columbia, higher rates were established for hairdressers, and new provisions were laid down with respect to overtime pay for taxicab drivers and dispatchers.

## DOMINION

### Canada Shipping Act

The pilotage by-laws for the St. Lawrence-Kingston-Ottawa district as established by P.C. 1594 in 1934 and amended from time to time have been repealed and replaced. The new by-laws, approved by P.C. 3305 on June 17 and gazetted July 9, provide for the examination and licensing of pilots, set out their duties and fix pilotage dues.

An applicant for a pilot's licence must be a Canadian citizen at least 25 years of age and preferably not more than 45 but in no case more than 50 years of age.

Before being examined he must produce a certificate of competency not lower than master of a tug boat in the minor waters of Canada, a certificate stating that he is mentally and physically fit, a specialist's certificate as to his eyesight and hearing, testimonials as to his character, a certificate establishing that he has been engaged for at least two years as master or deck officer of a vessel in the pilotage district, and his birth certificate.

The Board of Examiners for pilots is composed of the Superintendent of Pilots, who is the chairman; an examiner of masters and mates; a representative of the five-member Pilots' Committee chosen annually by the active pilots of the district; two master mariners, of whom one represents the Minister of Transport and the other the ship owners; a medical officer; and other person or persons appointed by the Minister. The examination, for which there is a fee of \$5, may be oral or written or both and must test the applicant's knowledge of the district, including chart work, aids to navigation, depth of water, currents, channels and safe anchorages, as well as his knowledge of the rules of the road.

An applicant must pass eyesight and hearing tests conducted before a qualified doctor, an officer of the Department of Transport and a representative of the Pilots' Committee, and may be required to undergo a full medical examination. Each active pilot must undergo vision and hearing tests every fifth year until he reaches the age of 50 years and every second year after that; his licence will be suspended if he fails to pass the tests. A pilot over 65 years old must pass these tests before he may be granted a temporary licence.

When a candidate is successful in the examination, the Minister may grant him a temporary licence for a limited period, upon payment of a fee of \$10. If at the end of this period the Superintendent reports that the pilot has given satisfaction, the Minister may issue a licence for an unlimited period or for a further stated period. Every licence must indicate



whether the holder is qualified to pilot vessels on the St. Lawrence or Ottawa River or both.

The Superintendent must keep a record of every pilot showing his name, age, date of admission into the service, examination, qualifications, service, accidents and conduct.

A list of active pilots will be established by the Minister for each navigation season, on which priority is given to those who served for the full season of 1951, as long as they continue to serve in successive seasons. A pilot licensed before the by-laws came into force must make application to the Superintendent before March 15 of the year in which he wishes to serve as an active pilot. Every pilot licensed under the new by-laws must serve as an active pilot or give up his licence.

Active pilots must undertake pilotage service whenever and wherever required by the Superintendent and must not accept employment outside the district or engage in any other occupation during the navigation season without permission of the Minister. If a pilot is unable to perform his duties because of sickness, he must notify the Superintendent and supply a medical certificate if necessary. Whenever a pilot performs pilotage services, a pilotage card must be completed in duplicate by the master of the vessel. One card must be delivered to the Pilotage Office in Montreal or Kingston and the other to the owner or agent from whom payment is to be received.

Active pilots may serve either as special service or tour-de-role pilots. A special service pilot is one appointed by the Minister, with his own consent, for duty with a regular line of vessels. He may normally undertake pilotage duties at the direction of the owner or agent but must always report to the Pilotage Office before embarking and after disembarking, and must follow the regular procedure regarding pilotage cards. If a tour-de-role pilot is not available, a special service pilot may be called to replace him. An appointment as special service pilot may be cancelled by the Minister at any time and in any case terminates at the end of the season.

Tour-de-role pilots may be assigned duties only through the Pilotage Office at Montreal or Kingston. Immediately after disembarking, a tour-de-role pilot is required to notify the nearer office, whereupon his name will be entered in a list kept for the purpose and he will be called for his next assignment according to the order in which his name appears.

A pilot is required to be courteous and to exercise the utmost care for the safe conduct of vessels under his charge. He must remain on board until he has performed the service for which he was engaged or until he is discharged by the master. He must always comply strictly with directions given by any harbour master or canal officer regarding the mooring or unmooring, placing or removing of any ship within the area under his authority. The consumption of intoxicating liquor or narcotic drugs by a pilot on duty or about to go on duty, or on shore if it prevents the proper performance of his work, is an offence punishable by loss of his licence.

Disciplinary measures are prescribed for a pilot who lends his licence, acts as a pilot while suspended, is guilty of neglect of duty or misbehaviour, pilots a vessel beyond the limits of the district without consent of the Minister, refuses to take charge of a vessel when required to do so by the proper authority, or quits a vessel without the consent of the master before his duties have been performed. For these offences the Minister may impose a fine not exceeding \$200 and suspend or withdraw a pilot's licence. The Superintendent may impose fines not exceeding \$40. He must allow a pilot accused of an offence to be heard personally or to present his case in writing and must conduct any further inquiry he deems necessary.

Where a signed complaint is made to the Minister that a pilot has become incapable of performing his duties effectively, the pilot must be notified and an inquiry held under oath at which he may appear either personally or by counsel. If the Minister is satisfied that the complaint is well founded, the pilot's licence must be cancelled.

A pilot must report to the Superintendent when a shipping casualty occurs to a vessel while he is on board or when he observes any violation of law on the part of other vessels or any unusual incident in connection with navigation.

Vessels used in embarking or disembarking pilots must be licensed and under the control of the Minister. The licence fee is \$1 per year. They are required to carry life-saving and fire-extinguishing equipment.

The pilotage dues set out in the new by-laws are the same as those established by a recent amendment to the former by-laws.



## War Veterans Allowance Act

New regulations set out the procedure for applying for an allowance under the War Veterans Allowance Act and provide for the administration of the new section of the Act under which veterans who cannot carry on their former ordinary occupation but who are able to take light or intermittent employment are encouraged to do so and may receive an allowance during the time they are actually unemployed.

The Act provides for assistance to a veteran who after the age of 60 (55 for a woman) is permanently unemployable by reason of physical or mental disability or who, because of such disability combined with economic handicaps, is unlikely to become capable of maintaining himself. The Act, as revised in 1952, raised the allowance to a maximum of \$50 a month for a single veteran or \$90 for a married veteran and made provision for assistance during periods of unemployment to "marginally employable" veterans. Under the new provisions, such a veteran may receive the allowance on a monthly basis when he is unemployed. His allowable income is not restricted by the annual ceiling prescribed by the Act but by a comparable monthly ceiling for each month in which he is receiving assistance. An employable veteran may earn only up to \$10 a month without having his pension reduced.

The regulations authorize the Minister of Veterans Affairs to enter into an arrangement with the Minister of Labour for the payment of an allowance to an employable veteran. Where such an allowance is awarded, the District Authority must notify the Unemployment Insurance Commission stating the maximum monthly rate of the allowance awarded and setting out any items of monthly income of the veteran and his wife which are taken into account in making the award and any other information which will facilitate the payment of the allowance.

The Unemployment Insurance Commission is authorized to pay to the veteran the allowance at the monthly rate mentioned in the award less the excess of any earnings which the veteran or his wife earned during the period in question which are over the permissible income. The allowance is to be reduced by one twenty-fifth for each day employed. Where a recipient receives remuneration for work done or which could have been done outside the regular hours of his ordinary employment, such remuneration will be exempt to the extent of \$2 a day, up to a maximum of \$50 a month.

Before an allowance may be paid for any period, the applicant must furnish the Unemployment Insurance Commission with a statement in writing signed by him containing a complete record of his earnings and those of his wife during that period. If a recipient refuses or fails to apply for suitable employment, fails to accept suitable employment when offered to him, or fails to carry out any written instructions given to him by an officer of the Unemployment Insurance Commission with a view to assisting him to find suitable employment, the Commission must report the facts to the District Authority and withhold payment of the allowance. The allowance will not be resumed until the District Authority has considered the case and made such order as it considers proper.

The regulations were approved by P.C. 3495 on July 8 and gazetted July 23.

## PROVINCIAL

### Alberta Coal Mines Regulation Act

By O.C. 848-52, made June 13 and gazetted June 30, the regulations governing strip pit mines were amended to add further requirements to those already laid down for obtaining a certificate of competency as a strip mine manager, foreman or blaster.

As previously, an applicant for a certificate of competency as manager of a strip mine must be at least 25 years old, must pass a written examination, and must either be the holder of a diploma in scientific and mining training from an approved educational institution and have worked at strip mines for at least one year, or must have had at least two years' experience in strip mining operations. In the case of an applicant who does not hold a diploma, his two years' experience must now include one year spent at the working face and six months' experience as a blaster or under the supervision of a blaster.

A person who holds a first class certificate as mine manager may be granted a strip mine manager's certificate on the recommendation of the Board.

To qualify as foreman of a strip mine, an applicant must be at least 23 years of age, must pass an oral examination, and must have had at least one year's experience in strip mining operations. It is now stipulated that this experience must have been at the working face and that six months of the period must have been spent as a blaster or under the supervision of a blaster. The qualifications for a blaster's certificate are unchanged.

No person may be granted a strip mine certificate of competency unless he holds a first aid certificate from a recognized ambulance society showing that he has taken a course fitting him to do first aid. Another new qualification is that an applicant for a certificate must be a Canadian citizen or a British subject. If he has applied for Canadian citizenship but has not yet received a decision on his application, he may be granted a certificate of competency, but his certificate must be cancelled if he does not become a Canadian citizen within the time necessary for due consideration of his application.

### **Alberta Supplementary Allowances Act**

An amendment was made by O.C. 901-52, gazetted July 15, to the regulations recently issued permitting the payment of supplementary allowances of \$10 a month to certain recipients of old age security pensions, old age assistance, or blind persons' allowances (L.G., Aug., 1952, p. 1090). The amendment provides that these allowances may not be paid to Indians, as defined by the Indian Act.

### **British Columbia Male and Female Minimum Wage Acts**

#### *Hairdressers*

The minimum wage for men and women engaged in hairdressing was increased \$5 a week by a revised minimum wage order (No. 27) gazetted June 26 and effective from August 4. The order does not cover persons who perform hairdressing only incidental to another occupation nor to barbers as defined in the Barbers Act.

Full-time employees, i.e. persons whose work-week consists of 39 hours or more, must now be paid at least \$25 a week instead of \$20, and workers working fewer than 39 hours a week must receive 65 cents an hour, an increase of 15 cents over the former 50-cent rate. Previously, the rate for full-time employees applied to a work-week of at least 40 hours. Handicapped workers, part-time employees and apprentices for whom a permit in writing has been issued by the Board of Industrial Relations authorizing payment of a wage lower than the minimum must be paid at the rate prescribed in the permit. As in the hotel and catering order which was recently revised (L.G., 1952, p. 314), lower rates for learners during a learning period are no longer set out in the order.

Except when authorized in writing by the Board, hours of work are not to exceed eight in a day and 44 in a week. If under

permit from the Board longer hours are worked because of emergency conditions, time and one-half the regular rate must be paid for all hours after eight or 44. Formerly, this overtime rate was payable after nine hours in a day or 44 hours in a week. Where the Board permits an arrangement under which daily or weekly hours are exceeded, e.g., by authorizing the 44-hour week to be averaged over a specified period, time and one-half is not payable until the employees have completed the scheduled working hours under the arrangement.

As before, a worker must be given at least two hours' pay in any one day if called to work and not put to work, and at least four hours' pay if he begins work. The order now authorizes the Board to grant written permission to vary this provision.

Every worker is to have at least one-half hour free from duty each day between 11.30 a.m. and 1.30 p.m., such period to begin not later than 1 o'clock. The earlier order stipulated that the lunch period should be between 11 a.m. and 2 p.m., beginning not later than 1.30 p.m.

The usual requirements regarding the semi-monthly payment of wages, the keeping of records and the posting of notices are set out in the order.

#### *Taxicab Drivers and Dispatchers*

New provisions with respect to overtime pay for male and female taxicab drivers and taxicab dispatchers were added to Order 33 (1950) by Order 33A, gazetted June 26 and effective from July 28.

Taxicab drivers must now receive their regular rate of pay plus 30 cents an hour for all hours worked in excess of nine hours in a day and 48 hours in a week, provided that the weekly overtime does not include any overtime calculated on a daily basis. Taxicab dispatchers must be paid time and one-half their regular rate of pay for all hours worked in excess of eight in a day and 44 in a week.

The former provisions for overtime pay covering both taxicab drivers and dispatchers required time and one-half the regular rate to be paid for the first two hours worked in excess of eight in a day, double the regular rate of pay for all hours worked in excess of 10 in a day, and time and one-half for hours worked in excess of 48 in a week (L.G., 1951, p. 245).

The taxicab industry was excluded from the Hours of Work Act in 1950 and at the same time the Board adopted the method of regulating hours of work by the imposition of punitive overtime rates.



## Manitoba Minimum Wage Act

Following public hearings held by the Manitoba Minimum Wage Board in August, 1951, new regulations (22/52) were filed on June 21, effective from July 28, raising minimum rates in the province by amounts varying from eight to 11 cents an hour. A new provision in the regulations restricts the weight which may be lifted by women and boys. A further change permits drivers of public service vehicles and taxicabs in rural districts to contract for a weekly wage provided that it is not less than the amount which they would receive under the hourly rate set out in the regulations. Women workers are now permitted to work overtime to a greater extent than before.

The regulations continue to be divided into two main sections, one governing women workers and the other covering men, with a general section applicable to both sexes. The Act covers all workers in the province except domestic servants in private homes and persons employed in a religious, charitable, political or patriotic institution, a hospital nurses' training school or by a municipal or public body. The regulations further exclude persons employed in farming and market gardening and those in a managerial capacity.

As before, except with a permit from the Minister of Labour, no employer may employ a child under 15 years.

With respect to women workers, a distinction is made in the legal minimum rate between urban and rural areas, but the same rates for men apply throughout the province. For the first time, a lower rate is fixed for girls under 18 years than for those of 18 and over, corresponding to the lower rate for boys under 18.

The new rates are:—

### *Men and Boys*

- Over 18, 60 cents an hour.
- Under 18, 48 cents an hour.

### *Women and Girls*

#### Urban—

- Over 18, 55 cents an hour.
- Under 18, 48 cents an hour.

#### Rural—

- Over 18, 52 cents an hour.
- Under 18, 45 cents an hour.

"Urban" rates apply to women workers in Greater Winnipeg, Brandon, Portage la Prairie, Flin Flon and Selkirk and to summer resorts from May to September. "Rural" applies to all of the province other than urban.

The new 55-cent rate for women workers in urban areas replaces a weekly rate of \$19.50 and represents an increase of 11 cents an hour. The rate for women in rural areas, now 52 cents an hour, was formerly \$18.50 a week, approximately 10 cents an hour lower. The minimum rates fixed for girls under 18 years, 48 and 45 cents, are seven cents an hour less than the minimum for adult women workers.

For male workers, an increase of 10 cents an hour in the adult rate (from 50 to 60 cents) and of eight cents in the rate for boys under 18 (from 40 to 48 cents) is provided for.

The regulations no longer set a part-time rate for women who work less than 40 hours a week.

Where the employee provides a bicycle, the minimum rate must be increased by not less than 50 cents a week.

### *Learning Periods*

As before, rates not lower than 75 per cent of the minimum may be paid to learners during a learning period of not more than six months.

A new provision, however, authorizes the Minister to approve an extended learning period on the joint application of an employer whose employees are paid on a piecework system and a union entitled to represent the employees.

In order to employ learners at a lower rate than the minimum, the employer is required to obtain from the Minister a permit certifying either (1) that the job is one for which it is reasonable to employ inexperienced workers for a training period of stated maximum duration and specifying a schedule of minimum rates payable during such period or (2) that it is fair and reasonable to employ the worker named in the permit at the rate specified by reason of his physical or mental handicap.

As before, a worker must be given credit against an authorized training period for previous experience on the same or a similar job. Not more than 25 per cent of the women workers in an establishment, excluding supervisors, may be employed at training rates. Where fewer than four are employed, application for a permit may be made in respect of one employee.

The employer is now required to maintain a separate payroll for persons employed at learners' rates in which he must record any credit to which an employee is entitled because of previous experience.



### *Hours of Work and Overtime*

The minimum rates apply to an 8-hour day and 44-hour week for women and to a 48-hour week for men. Overtime must be paid for hours worked beyond these limits at not less than time and one-half the minimum rate.

As before, a limit is set on the amount of overtime which may be worked by women. Under the new order, more overtime may now be worked. In both rural and urban areas, overtime is allowed up to three hours in a day, 12 hours in a week and 24 hours in a month. Previously, women in rural areas were permitted more overtime than those in cities. The former limitations on urban workers were three hours in a day, six in a week and 12 in a month; for rural workers the limits were four, eight and 16 hours, respectively.

The provision regarding overtime in shops has been somewhat relaxed to conform to the Hours of Work Act, 1949. Women in shops may work up to 11 hours on one or more days in a week at regular rates of pay, provided that the weekly hours do not exceed 44. The previous regulations permitted women to work up to 11 hours on one day of the week only, provided that they worked no longer than eight hours on the other days and that their weekly hours did not exceed 44.

As previously, an employer may not permit any employee under 15 years to work any overtime. There are no restrictions on overtime for men.

### *General Holidays*

The provisions of the earlier regulations governing work of women on statutory holidays were changed to conform to the 1951 amendment to the Hours and Conditions of Work Act (L.G., 1951, p. 1118). The Act prohibits work by both men and women on seven specified public holidays unless overtime wages of time and one-half the regular rate are paid or compensatory time off is given. The seven holidays are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. In addition, by virtue of the Remembrance Day Act passed in 1951, work is prohibited on November 11, except in certain essential services. Any person who is required to work on that day must be given equivalent time off within 30 days.

If a woman worker does not work on a holiday but works regular hours on the workdays immediately before and after the holiday and on all other days of the week in which the holiday occurs, she must be

paid at least her minimum wage multiplied by the number of hours in her normal work week, together with any amount due her for overtime work at the minimum overtime rate.

A woman who is absent because of illness or with the employer's consent on the day before a holiday or the day after a holiday, or both, will not lose the pay to which she would otherwise be entitled for the holiday.

### *Limitation on Weight Lifting*

For the first time in Manitoba a limit is imposed on lifting heavy weights. No woman, girl or boy may be allowed to lift a weight which would impose excessive physical strain and in no case may the weight lifted be more than 25 pounds. In British Columbia, which is the only other province to restrict the lifting of weights, women may not be required to lift more than 35 pounds in the course of their regular work. In Alberta, the Board of Industrial Relations has authority to prohibit women from lifting or carrying weights greater than an amount prescribed by the Board but no regulations have as yet been issued.

### *Special Employment Conditions for Women*

As previously, working hours must be arranged so that no work-period for a woman will end between midnight and 6 a.m. unless adequate transport to her home is provided at the employer's expense. No woman may be required to work longer than four hours without a meal period. During each spell of work of three hours or more, a 10-minute rest-period must be granted.

### *Drivers of Taxicabs and Public Service Vehicles*

A new provision permits a taxicab or public service vehicle driver in a rural district to contract in writing with his employer to be paid a weekly wage for a specified number of hours, with a scheduled starting and finishing time each day. The weekly salary, however, must not be less than the amount which would be payable under the regulations for the total hours agreed on in the contract. Under such a contract signed by the employee, a record of all hours worked beyond the specified weekly limit must be kept and overtime must be paid at not less than the overtime rate set out in the regulations.

### *General Provisions*

Meal periods for both men and women workers may not be less than an hour

unless the employer and a majority of the employees agree on a shorter period. In no case, however, may the meal period be less than 30 minutes. Formerly, the regulations provided for a meal-period for women only and stipulated that it should be one hour unless the Minister, after being informed of local conditions and the preference of employees, permitted otherwise.

The deductions which may be made from the minimum wage by an employer who furnishes meals or lodging or both remain the same at not more than \$6.30 for a week's board of 21 meals, or 30 cents a meal, and not more than \$3 for a week's lodging. It is now stipulated that deductions may be made only when the employer and the employee agree that the employer is to provide meals and lodging and that the employee is to use the facilities provided by the employer.

As before, where an employer expresses a preference that workers wear or use any specified kind of clothing, uniform or equipment, or where the Minister considers it is necessary, it must be furnished and maintained by him without cost to the workers. The new regulations stipulate that this provision does not apply to employees whose wage rate, if calculated on an hourly basis, would be greater than the applicable minimum overtime rate, i.e., would be more than 83 cents an hour for women over 18 in urban areas and more than 90 cents an hour for men over 18. However, no charge may be made for laundering or maintaining uniforms which would reduce the employee's remuneration below the applicable minimum rate.

Any worker required to report for duty must be paid for at least three hours. This provision does not now apply to employees in hotels and restaurants in rural districts or to persons under 15 years if they are working part-time under a permit issued by the Minister.

General provisions regarding payment of wages and keeping of records are substantially the same as before. Wages must be paid in full once a week and within three days after they have been earned, unless the Minister permits otherwise. The regulations now stipulate that the Minister may direct an employer to pay wages in cash, or by cheque, money order or other approved method. The regulations also provide that an employee is entitled upon request to a statement in writing from the employer showing his time and wage records. Instead of being required to post a copy of the actual regulations on the premises, an employer must now post a

card, approved by the Minister, containing information as to the wage rates, standard hours and overtime rates laid down in the regulations.

### *Health and Sanitation*

As under the former regulations, employers must comply with the health and sanitation regulations, which are appended, for factories, work-shops, offices and office buildings. These standards cover such matters as air and floor space, lighting, ventilation, heating, washing and toilet facilities, lunch and rest rooms, drinking fountains, elimination of dusts, vapours and gases and the provision of a matron or welfare supervisor.

### **Manitoba Old Age Assistance Act and Blind Persons' Allowances Act**

Regulations 25/52 and 26/52 set out the administrative procedure under the Blind Persons' Allowances and Old Age Assistance Acts for the payment of allowances. Old age assistance and blind persons' allowances are administered by the provincial governments.

### **Nova Scotia Women's Minimum Wage Act**

A new minimum wage order, effective from July 26, fixes minimum rates for the first time for women employees in hotels, resorts, restaurants and lunch stands situated within 20 miles of a city or incorporated town. This is the first minimum wage order in Nova Scotia to apply to an area outside of the cities and towns. Until 1951 the Minimum Wage Act applied only to cities and incorporated towns but in that year a new Act was passed which is applicable throughout the province.

The order is in force only during the summer season from June 1 to September 30 each year.

The rates, the same as those fixed by the general order for women workers, the only other minimum wage order in effect in the province, are \$16.80 for places situated within 20 miles of any city or town in zone I; \$15.80 for those within 20 miles of any city or town in zone II; and \$14.80 for those within 20 miles of any city or town in zone III. The order stipulates that if the place of employment is situated within two or more zones, the highest applicable minimum will apply.

Zone I consists of Halifax, Sydney, Glace Bay, Amherst, Dartmouth, Dominion, New Glasgow, New Waterford, North Sydney, Springhill, Stellarton, Sydney



Mines, Truro and Yarmouth. Zone II comprises Antigonish, Bridgewater, Inverness, Kentville, Liverpool, Lunenburg, Parrsboro, Pictou, Trenton, Wolfville, Windsor, Westville. Zone III covers Annapolis Royal, Berwick, Bridgetown, Canso, Clark's Harbour, Digby, Hantsport, Lockeport, Louisburg, Mahone Bay, Middleton, Mulgrave, Oxford, Port Hawkesbury, Shelburne and Stewiacke.

The rates are set for a maximum 48-hour week or for the usual number of hours worked in the particular establishment, if less than 48. Work in excess of 48 hours or the usual number of hours worked, as the case may be, is counted as overtime and must be paid for at one and one-half times the minimum hourly rate. The minimum hourly rate is calculated by dividing the minimum weekly wage by 48 or by the usual number of hours worked.

A part-time worker is to be paid on an hourly basis, calculated as above, and must receive a minimum of four hours' pay for each day on which she works.

The deductions which an employer is permitted to make for board and/or lodging furnished to an employee are also the same as those allowed under the general order for women. Not more than

\$2 per week may be deducted for lodging, \$5 per week for board or 25 cents for a single meal.

No deductions may be made from wages for the use, purchase or laundering of uniforms. If an employee is required to launder her own uniform, she must be compensated at the prevailing laundry rates.

### Ontario Unemployment Relief Act

The maximum amounts which may be refunded by the province to a municipality for shelter allowances paid as unemployment relief were increased by amendments to the general regulations under the Ontario Unemployment Relief Act made by Reg. 253/52 filed July 16 and gazetted July 26. Under the regulations, the province pays to the municipality one-half the monthly cost of rent, water and electricity or a stated sum, whichever amount is lesser. The stated sum is now higher for municipalities having a population of more than 500,000 but remains the same as before in the rest of the province.

The maximum amount payable by Ontario to a municipality for a shelter allowance is increased from \$15 to \$20 a month.

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## Minimum Age for Work on Bakery Machines in U.S.A.

An order setting a minimum age of 18 years for the operation of specified power-driven bakery machines came into force July 21.

The new order, Hazardous Occupations Order No. 11, was issued under the Fair Labour Standards Act, which sets a minimum age of 16 years for general employment but provides for the higher minimum of 18 years in occupations declared by the Secretary of Labour to be particularly dangerous or harmful to health. The Act applies to interstate or foreign commerce and the production of goods for such commerce but does not apply to employment in agriculture. Standards established under it are not intended to replace or affect higher standards set by any other law. The order was made after public hearings and investigation by the

Bureau of Labour Standards into the hazards involved in the baking industry.

The occupations covered by the new order include the operation of dough and batter mixers, bread dividing, rounding, moulding, slicing and wrapping machines, dough brakes and sheeters, cake-cutting bands saws and cookie or cracker machines. Occupations covered by earlier orders prohibiting employment under 18 include occupations in coal and other mines, manufacture of explosives, logging and sawmilling, abattoirs, meat-packing plants, the operation of power-driven woodworking machines, elevators and other power-driven hoisting apparatus, power-driven metal-forming, punching and shearing machines, driving of motor vehicles, and occupations involving exposure to radio-active substances.



# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

A decrease of about 18 per cent in claims for unemployment insurance benefits during the month is revealed by statistics for June, 1952\*

Claims for unemployment insurance benefit declined by about 18 per cent during the month of June. Initial and renewal claims filed at local Employment Offices in June totalled 68,788, compared with 83,806 in May, the report of the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act shows.

All provinces contributed to the decrease, with the exception of British Columbia, where the effects of a strike among workers in the logging and construction industries caused initial and renewal claims filed to increase from 8,604 in May to 14,577 in June.

Initial and renewal claims for benefit in June 1951, for all Canada, totalled 58,233.

Active claimants on the live unemployment insurance register numbered 149,436 (102,842 males and 46,594 females) on June 30, compared with 181,907 (132,023 males and 49,884 females) on May 31, and 100,828 (65,300 males and 35,528 females) on June 30, 1951. According to their type of claim, active claimants as at June 30 are divided into: ordinary 122,691; short-time, 26,135; temporary mass lay-off, 597 (of which 361 were in Ontario and 102 in British Columbia); and 13 supplementary benefit in Newfoundland.

A total of 74,066 adjudications on initial and renewal claims were recorded during June, entitlement to benefit being granted in 49,698 cases. Claims disallowed because of insufficient contributions totalled 7,342, while disqualifications were imposed in 21,702 cases (including 4,665 on revised and 11 on supplementary benefit claims). Chief reasons for disqualification were: "loss of work due to a labour dispute", 10,312 cases; "voluntarily left employment without just cause", 4,059 cases; and "not unemployed", 1,819 cases.

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the month, 41,475 persons commenced the receipt of benefit payments, compared with 58,360 in May, and 31,284 in June 1951.

An amount of \$6,726,957 was paid during June in compensation for 2,539,696 proven unemployed days, compared with \$10,374,007 and 3,875,281 unemployed days during May, and \$3,513,733 and 1,480,733 unemployed days during June 1951.

During the week June 28-July 4, 84,812 persons received \$1,252,275 as compensation for 474,472 unemployed days, in comparison with 132,022 beneficiaries, who received \$1,987,922 as compensation for 748,592 unemployed days during the week May 31-June 6, while during the week June 23-29, 1951, 57,079 beneficiaries received \$755,311 as compensation for 320,375 unemployed days.

The average daily rate of benefit for the week June 28-July 4, was \$2.64; for the week May 31-June 6, \$2.66; and for the week June 23-29, 1951, \$2.36.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during the month of June, 1952, insurance books were issued to 3,763,425 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at June 30, 1952, numbered 241,364—a decrease of 357 since April 1.

\*See Tables E-1—E-7 at end of book.

# Decisions of the Umpire under the Unemployment Insurance Act

## Digests of two selected decisions rendered by the Umpire

Decision CU-B 836, June 24, 1952.

**Held:** (1) *That the claimant's refusal to do the type of work allotted to him because he was to be paid at a piece rate instead of by the hour constituted misconduct within the meaning of Section 41 (1) of the Act, as the foreman's demand in that respect was neither unreasonable nor in violation of the existing bargaining agreement.*

(2) *That if a claimant chooses to leave suitable employment rather than break union rules he must do so at his own risk and expense.*

**Material Facts of Case.**—On September 25, 1951, the claimant, who had been in the employ of a stove and furnace company as a moulder since 1939, filed a short-time claim for benefit, which was allowed. On January 12, 1952, the local office submitted a report of possible disqualification (Form UIC 493A) stating that it had been informed that the claimant had been discharged for cause, on January 9, 1952. The local office then obtained a statement from the claimant which reads as follows:—

I was employed at ..... Stove & Foundry on Wednesday, 9 Jan./52. I was working piece work on regular job and they brought me new work, which was supposed to be hourly basis. I refused to make it and they told me there's the door. This is contrary to union regulations.

The employer reported that as the claimant had refused to do the type of work which had been allotted to him on January 9, because he was to be paid at a piece rate instead of by the hour, he was discharged.

The insurance officer disqualified the claimant for a period of six weeks because, in his opinion, he had lost his employment by reason of his own misconduct (Section 41 (1) of the Act). The claimant appealed to a court of referees, contending that he had not been discharged for misconduct but rather "was discriminated against as a union representative" and that "the union was endeavouring to have (him) re-instated in (his) former job on these grounds".

The court, after having heard the claimant, a representative of his union and

the president of the company, upheld the decision of the insurance officer in a majority finding which reads in part:—

The work referred to was not new work in as far as the agreement was concerned, and it is the opinion of the court that the appellant took a wrong interpretation of the agreement. In other words, we came to the conclusion that the foreman was within the scope of the agreement in advising the appellant that the work referred to was to be paid on a piece time basis. The appellant as well as the representative states that the appellant was dismissed as soon as he refused to do the work allotted to him, but from their own evidence he remained on the job until 3.15 p.m. and returned next morning to continue his employment, therefore, between one noon hour until closing time, he had sufficient time to investigate his grievance and endeavour to have same rectified, which he made no attempt to do, especially as the appellant is the chairman of the committee. After considering all the facts as well as all the evidence submitted we have come to the conclusion that the appellant was dismissed for refusing to perform work as directed and . . . the decision of the insurance officer is therefore upheld.

The claimant appealed to the Umpire, submitting a lengthy memorandum, which was signed by the president of the union's local and which reads in part:—

In the court's decision they state the job in question was not new work in so far as the agreement is concerned, here again (the president of the company) in explaining that clause, (Clause 49), gave the court a wrong interpretation of the clause as it has been practiced and accepted in the past, Clause 49, by new work means the following, "any work other than work made the previous day, whether made by the Moulder before or not is considered new work, in this instance it was five weeks since the applicant made any of this work and all the work he made that day should have been considered new work. It has been an undisputed custom in the past to give an employee days work (hourly rate of pay) when an employee has not been working for a period much shorter than five weeks.

Any and all employees to the best of my knowledge (previous to this case) when out for more than two weeks, whether sick, or any valid reason, would get hourly rate of when returning to work, in some cases this would extend for three days, in many cases returning to the exact job performed the last day they worked. (The president of the company) says the applicant was not discriminated against, he was told to make five waterfronts, a few days these were distributed to five moulders, one each.



There was not a moulder in the shop who was asked to make five a day, on piece work the first day, why then was the applicant told to do it or else? Why did the superintendent say he took all the guff from the applicant he was going to take because of his position in the union?

In my opinion in reviewing the case from the facts stated the applicant was discriminated against, and in no way did his actions justify him being guilty of misconduct. . . .

The president of the union's local also indicated in a signed statement attached to his memorandum that he had tried without success on January 10, 1952, to have the claimant re-instated and that, since that time he had taken the matter up with the international representative of the union. The Regional Claims Officer of the Unemployment Insurance Commission in a memorandum, dated March 27, 1952, advised that the insurance officer had received information that the claimant's grievance had been brought to the attention of the vice-president of the moulders' union and the latter had ruled that the employer "was correct in his actions and there was nothing the union could do for the employee".

**Conclusions.**—I have reviewed the evidence on file and I cannot find that the order given to the claimant by his immediate superior was either unreasonable or in violation of the existing agreement between the union and the employer.

The claimant and his representative have argued that under the circumstances it was against the union's rules to work on a piece rate basis. That might have been so but if the claimant chooses to leave suitable employment rather than break union rules he must do so at his own risk and expense.

It is significant to note however that the request of local . . . . . to have the matter taken up with the company by an international officer of the union pursuant to Clause 12 of the bargaining agreement, has apparently been turned down by the vice-president of the International Moulders' Union.

The appeal is dismissed.

**Decision CU-B 839, July 9, 1952.**

**Held:** (1) *That working overtime is a recognized practice in industry and unless an employee's contract of service or a collective bargaining agreement in force stipulates that his consent is necessary, he is not justified in refusing to comply with the request of his employer in that respect if it is not unreasonable.*

(2) *That the claimant's objection to work overtime because "of the taxes he would have to pay on the extra money earned" could not be accepted as serious grounds for justification under Section 41 (1) of the Act.*

**Material Facts of Case.**—The claimant, single, 35 years of age, was employed as a truck driver's helper by an express company from 1948 to February 1, 1952, at a rate of 70 cents an hour. On February 7, 1952, he filed an initial claim for benefit and gave as his reason for separation: "Last Friday they wanted me to work overtime but I didn't want to so they laid me off." The employer confirmed the reason given for the separation and in answer to a request from the local office for further information, stated as follows:—

In answer to your second paragraph, was he aware of the fact that he would have to work overtime. Does that mean was he aware of this fact when he was originally hired? He must have, he has been with us several years and worked overtime on many occasions.

In answer to your third paragraph, our overtime is spasmodic, we go months before we run into overtime, with the winter period which is our busiest season being the time when we run into extra time. We do not work our men overtime without paying them, they receive time and one-half after 5 p.m. and Saturday afternoon and double time for Sundays and holidays. In this man's case his pay for overtime would have been \$1.05 per hour.

Regarding his notice to work, he received as much notice as eight or ten of his fellow workers who all turned out.

When questioned the following morning why he did not work he stated that he would not work overtime because of the taxes he would have to pay on the extra money earned. In other words he just politely told us that he would not work in this instance or at any time in the future. A man who takes that attitude is of no use to us so we replaced him.

The insurance officer disqualified the claimant for a period of four weeks because, in his opinion, he had lost his employment by reason of his own misconduct within the meaning of Section 41 (1) of the Act. The claimant appealed to a court of referees and, in support of his appeal, the business agent of his union submitted a lengthy brief which reads in part:—

All the employees of . . . . . Bros. Express employed as chauffeurs and helpers are under a collective bargaining agreement with the employer, the normal work day is defined as eight hours in one day and the regular work week forty-four hours in one week and any employee who so complies has fulfilled his legal contractual obligation to his employer.

The question of establishing the number of hours each day also the number of



hours each week the employees shall work is essential otherwise an employee could be bound to involuntary servitude.

As there does not appear any provision in the agreement relating to working overtime a pertinent question arises, who will decide which employees shall work overtime and how many hours shall they work? The employer by threat of dismissal or the insurance officer by disqualification, we feel more can be accomplished by mutual agreement than by compulsion, and should this be permitted to occur the written agreement would be of little value.

There is a collective agreement in force between the parties one must look to the agreement to determine what the conditions of employment are, not what they could or should be interpreted to mean, as the agreement does not state the procedure to follow relating to overtime this question could not be arbitrated. . .

The court, after having heard the business agent of the claimant's union, reversed the insurance officer's decision in a majority finding which reads:—

All collective bargaining agreements set out, amongst other things, the number of hours that an employee shall be required to work. If he works these hours then he has fulfilled his contract. Anything over and above this must only be with the consent of the employee concerned. This principle was accepted by the National Wartime Labour Relations Board in the case of . . . . . Company and Local . . . . ., United Steelworkers of America wherein the board of conciliation accepted the existing rate of time and one-half for overtime and recommended that in case of emergency and then only with the consent of the employees affected should the employees be required to work overtime and that in any event, not more than twelve hours should be worked in one day. It is felt that this recommendation is the only fair basis to be used with regard to overtime work. To hold otherwise would jeopardize rights of the employee which are now generally accepted in all industries.

The chairman of the court, who dissented, was of the opinion that "where no provision is made in a collective bargaining agreement covering overtime employment, it

must then be presumed that decisions regarding same must fall within the scope of management's prerogative."

The insurance officer appealed to the Umpire and at an oral hearing in Ottawa, Ont., on June 25, 1952, the claimant was represented by the Executive Secretary of the Trades and Labour Congress of Canada and the Unemployment Insurance Commission by the Chief Claims Officer.

**Conclusions.**—Working overtime is a recognized practice in industry and unless an employee's contract of service or a collective bargaining agreement in force stipulates that his consent is necessary, he is not justified in refusing to comply with the request of his employer in that respect if it is not unreasonable.

In the case under consideration, the bargaining agreement in force between the employer and the union provides for overtime rates of pay (Article 13) but it does not indicate when overtime is to be worked and whether the consent of the employees affected is necessary. Under the circumstances, I entirely agree with the dissenting member of the court that decisions on such matters must be presumed to fall within the scope of management's prerogative.

No evidence was adduced to the effect that the overtime work requested was excessive or unreasonable and the claimant's only objection was apparently "because of the taxes he would have to pay on the extra money earned", which cannot be accepted as serious grounds for justification under Section 41 (1) of the Act.

I have no alternative but to reverse the majority decision of the court and to impose a disqualification equivalent to that previously in effect, such to commence on the date that this decision is communicated to the claimant.

## Non-Discrimination Provision Added to Unemployment Insurance Act

Canada's Unemployment Insurance Act now contains a clause providing against discrimination by the National Employment Service in referring workers to employment. Specifically barred by the law is discrimination on grounds of race, colour, creed or political affiliation.

Although the accepted policy of the Unemployment Insurance Commission, the provision was not part of the statute until this year.

Announcing the new provision, the Hon. Milton F. Gregg, Minister of Labour, said:

"(The provision) has been included for a number of years in the manual of instructions of the Employment Service but it was felt desirable to place the will of Parliament on record by including it in the statute. Also, since the Employment Service is closely associated with employers all across Canada, it was felt the amendment might help, by way of example, to further the progress that has been made in Canada in tolerance and non-discrimination."

# Employment Conditions

## July-August 1952

Although manpower demand of seasonal activities during July and early August reduced the level of unemployment, the number of jobless was still higher than in 1951. Impetus of defence and resources development continued to create most of the additional job opportunities but the outlook in some consumer goods industries also showed improvement

While the general level of unemployment continued to decline during July, it is clear that the Canadian economy, while strong enough to sustain a high level of employment, has not shown the same absorptive capacity this summer as it did during the early part of 1951. The total number of workers employed in non-agricultural activities in June of this year was slightly above the June 1951 level but, at the same time, the number of job-seekers registered with the National Employment Service was 49 per cent higher. This would indicate that while a high level of production and employment continues, economic activity has not increased sufficiently nor has it been sufficiently varied to absorb fully the net additions to the labour force.

In recent months, the main source of labour demand, apart from seasonal requirements, has been the producer goods industries, through which much of the defence program and resource development is being implemented. Industries such as aircraft, shipbuilding, electronics, munitions, railway rolling stock and primary iron and steel have made, and will continue to create, important additions to the total number of job opportunities in the country. Activity in most consumer goods industries has been well below last year's levels but, because of the continuing reduction of inventories and the sustained level of retail sales, the outlook has been steadily improving.

One of the weakest industrial sectors appears to be the wood products group. Substantial declines in logging employment in both eastern Canada and British Columbia reflect the current high inventories and the weaker market for lumber and some pulps.

Changes in employment conditions during July and early August were chiefly the result of the seasonal requirements of the construction, agriculture and food processing industries, particularly the defence

construction projects in Labrador and Newfoundland, which have depleted the supply of construction labour in the Atlantic region. Job applications on file with the National Employment Service across the country declined by 20,500 during the four weeks ending July 31 to a new low for 1952 of 175,700. This was about 45,000 greater than at the end of July, 1951, and about 17,000 greater than at the same time in 1950. Applications declined steadily throughout the month in the Quebec, Atlantic and Ontario regions but rose in British Columbia as a result of strikes in the construction, lumbering and logging industries. The situation in the Prairie Provinces remained practically stationary at about last year's level.

Industrial disputes have played a larger role in determining employment conditions this summer than for some time. In addition to the above-mentioned strikes in British Columbia, the secondary effects of which have caused a considerable amount of unemployment, the number of workers involved in disputes in other parts of the country (amounting to 10,000 at August 22) was about 6,000 greater than at the same time a year ago. As a result of the steel strike in the United States, some automobile manufacturing and feeder plants were forced to curtail production; but the loss of production which would have resulted from the lay-off of about 25,000 workers was minimized by using the period of shut down as annual vacations.

The annual transfer of harvest workers from the Atlantic and western regions to Ontario was carried out in July under the Federal-Provincial Farm agreements. The movement from the West was small, involving only about 145 workers, but 350 harvesters were recruited in the Atlantic region, principally in Newfoundland. The reciprocal movement of harvest workers from Ontario and Quebec to the Prairies began early in August. The number re-



quired is estimated at 3,000 but the actual number to be recruited may be increased in view of the expected heavy crops. Experienced tobacco curers from the United States will be admitted to Ontario under the same arrangements as a year ago.

### Atlantic Region

Employment conditions in the Atlantic region continued to improve during July. At the end of the month job registrations on file with National Employment Service offices totalled 19,600, a decline of 3,500 during the month.

Agricultural labour requirements have been met more readily this summer than for many years. During July, many workers freed from pulp peeling and cutting operations either returned to farms or accepted temporary construction work. Immigrants, and a recruiting drive for workers in some of the fishing centres as the lobster season came to an end, helped satisfy the heavy demands for farm labour in Charlottetown and Summerside. In Corner Brook, unfavourable working conditions continued to discourage workers from accepting pulp cutting employment and it is likely that vacations for 1,000 cutters will remain unfilled until cooler weather arrives.

Northern defence projects together with local defence and industrial and institutional construction reached a very high level during the month and skilled construction workers were in short supply. There was a high demand for carpenters, bricklayers, plumbers, sheet metal workers, welders and heavy equipment operators. At July 31 vacancies listed for all types of construction workers totalled 1,200 for the region.

New contracts for shipbuilding and ship repair work have maintained a high level of shipbuilding employment in Liverpool, Halifax and Saint John. As reported in previous months, a shortage of machinists, welders, platers, pipe fitters and marine pipe fitters continued in Halifax. Elsewhere in the region manufacturing employment remained at a fairly high level.

### Quebec Region

In the Quebec region, employment continued to increase during July in agriculture, engineering construction, food processing, textiles and clothing. Job applications at the National Employment Service offices in the region declined by 9,900 during the month to a total of 51,600 at July 31. Nearly half of those registering for employment were women, a large proportion of whom were looking for work

in textile mills or for general office work. At the end of the month there were 5,900 job vacancies for women and 5,800 for men.

The largest decline in registrations during July was for logging and construction jobs but total job applications from carpenters and unskilled construction workers were still high for this time of year. Although many construction workers have been recruited for northern engineering jobs, the low level of residential building has left a substantial surplus of some types of building tradesmen in this area. Despite the heavy hay crop throughout the province this year, farmers have been able to obtain adequate help, partly because of the lower level of woods activity this year. While most of the textile mills in Montreal and Sorel are back on a full production basis, a good many of those in the Eastern townships have closed for vacations and the Louiseville mills have just reopened following the strike. Although activity in the textile industry appears to be on the increase, many plants are still working on a short time basis. The strike of welders at the Lauzon shipyards has reduced shipbuilding and repairing operations and shortages of iron and steel resulting from the United States steel strike may necessitate some lay-offs in other iron and steel industries.

Registrations for most types of employment decreased during July but there were small increases in the number of applications for jobs among seamen, painters, and in some of the metalworking trades, such as foundry workers, machine shop workers, sheet metal workers, structural iron and steel workers, transportation equipment, manufacturing and electrical equipment manufacturing. In the women's division there was some reduction in the demand for office staff but there is still a strong demand for bilingual and English-speaking stenographers. At the end of the month there were still 16,300 more unplaced applicants than at the same date in 1951 and about 300 more than in 1950, even though placements were 22 per cent higher this year than in July 1951.

### Ontario Region

Employment conditions in Ontario continued to improve during July as reflected in the decline in the number of job applicants registered at the National Employment Service office in the region. However, on July 31, there were 50,900 registrations as compared with 35,800 the previous year.

Throughout the month the demand for farm hands for haying and harvesting



remained strong but most requirements were satisfied by the end of the month. Some 306 German immigrants, brought over on an assisted passage plan, were placed on farms in Ontario during July and an additional 348 workers from the Atlantic region and 145 from the Prairies came to assist in the haying and harvesting operations. At the present time harvesting is nearing completion in most areas and there has been some increase in the number of applicants registering for farm work in the past two weeks. Recruiting in Ontario and Quebec for harvest help for the western provinces is underway and the first group left for the prairies on August 18.

There has been little additional demand for labour for the manufacturing industries except in textiles, leather goods, radio and electrical goods manufacturing, and the food processing industry, which is now at a seasonal high. Many plants are doing little hiring because they closed down for holidays in late July or early August. Steel shortages have necessitated some lay offs but most plants are merely extending the holiday period this summer in the hope that they will have sufficient steel inventories built up by the end of vacations.

Employment in construction, though below last year's level, continues to increase. Shipments on the Great Lakes have been heavy this year because of the large spring wheat harvest in the prairies. For the remainder of the shipping season ore shipments will be very heavy in order to restock inventories depleted during the U.S. steel strike.

Most types of labour have been in adequate supply in the region this summer but there are still shortages of machinists, toolmakers and die setters, auto mechanics, engineers, sales engineers, dairy hands, and qualified single stenographers.

### **Prairie Region**

The high level of activity reached at the beginning of farming operations continued during July and early August with little change. During July, the number of applications fell by 1,400 from 21,900 to 20,500, with decreases among general office clerks, longshoremen and secondary textile and lumber products workers and increases among taxi and truck drivers and unskilled workers in the textile, transportation, trade and service industries.

Crop prospects are good and there was a considerable demand for farm workers, especially in Saskatchewan. The United States steel strike caused many ore carriers to divert to the grain trade, so that Lake-head elevators are in good position to

handle this year's crop. Production of petroleum and natural gas is increasing but most coal mines were on short time. Textile products were slack but the Winnipeg needle trades were very active. Shipbuilding and aircraft construction were operating at high levels and residential construction was quite active in this region.

### **Pacific Region**

The employment picture in British Columbia in July was dominated by strikes in the logging, lumbering and construction industries. The logging strike was settled July 29 but the strike of building tradesmen was still in effect on August 21. However, the number of applications for employment decreased during the first three weeks of the month from 33,400 to 32,100 but increased again to 34,800 by August 14.

Most sawmills reopened immediately following the strike settlement but activity in the bush was not resumed because of the fire hazard in the lower mainland and on Vancouver Island. As a result of continued closure of the woods camps job applications by loggers and bushmen increased. The low level of sawmill operation and bush activity has also adversely affected the chemical, machine shop, construction, transportation and brewing industries. The threat of cancellation of a \$10,000,000 order by the British Timber Control was a further blow to the British Columbia lumber industry but a compromise agreement has been reached: the Board is willing to accept part of the order.

There were some bright spots in the British Columbia employment picture. Of the nine largest local office areas in the region only three had a surplus of labour and the other six had approximately balanced labour markets. Moreover, at the end of July more than two-thirds of the total job applicants in the Pacific region were in the Vancouver-New Westminster local office area. Logging and lumbering in the northern interior were not affected by the strike and operations there were normal. Hirings were also heavy in berry picking, fruit and vegetable canning, and fish processing; a large number of women were employed in these industries during July and early August. The strike of 3,000 painters and building tradesmen did not affect construction at Kitimat, Kemano, and Nechako and employment on these projects is heavy. The strikes did retard trade, especially in Vancouver and New Westminster, but the tourist business has been able to sustain the volume of sales. During July department store sales in British Columbia were 11.2 per cent higher than during July last year.

# Fair Wages Conditions

## in Federal Government Contracts

### Schedules Prepared and Contracts Awarded during July

#### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 158 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 123 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wage schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Central Mortgage & Housing Corporation.....	1	\$ 7,616.82
Defence Construction (1951) Limited .....	1	94,012.38
Defence Construction (1951) Limited:		
(Building and Maintenance).....	1	5,080,324.90
Post Office .....	11	83,415.42
Public Works .....	10	104,133.76

#### Arrears of Wages

During the month of July the sum of \$1,226.98 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to the twenty-three employees concerned.

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour

schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.



## Contracts containing Fair Wages Schedules Awarded during July

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages

and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*River Hebert Marsh N S:* C B George Construction Co, proposed works.

### Central Mortgage and Housing Corporation

*Greenwood N S:* Kenney Construction Co Ltd,\* supply of fill. *Trenton N S:* Cameron Contracting Ltd,\* cut & fill for backyard areas. *Tuft's Cove N S:* L G Rawding Construction Co Ltd,\* landscaping. *Bagotville P Q:* Plourde & Desbiens, construction of driveway. *Cowansville P Q:* Martin & Freres,\* exterior painting. *Nitro P Q:* D'Errico Bros Construction Co, repairs to road surfaces. *Ajax Ont:* Bruce De Santi Contracting Co,\* construction of concrete sidewalks. *Belleville Ont:* Berton H Fitzgibbon,\* supplying top soil; Berton H Fitzgibbon,\* top soil for project. *Camp Borden Ont:* Bruce Construction Co,\* landscaping. *Deep River Ont:* W E Baker,\* landscaping. *Fort William Ont:* J H Turcotte, exterior painting; Knudsens, exterior painting. *Long Branch Ont:* A Loiselle Inc, installation of permanent improvements to housing units. *Oshawa Ont:* W B Bennett Paving Co Ltd,\* paving. *Woodstock Ont:* J J Toews,\* excavation & laying tile. *Brandon Man:* Felix Hryniewicki, re-surfacing concrete

floors. *Winnipeg Man:* Red River Construction Co, installation of sewer & water connections. *Moose Jaw Sask:* H C Bingham,\* staking of lots; Bird Construction Co Ltd, construction of houses. *Weyburn Sask:* Commercial Painters & Decorators, exterior painting. *Calgary Alta:* Bird Construction Co Ltd,\* installation of window wells. *Edmonton Alta:* E Prodor Construction, construction of sewer & water services; P Janiten,\* landscaping. *Namao Alta:* J Little, construction of concrete sidewalks; J. Little,\* construction of concrete sidewalks. *Suffield Alta:* Western Excavating Co,\* landscaping. *Boundary Bay B C:* Rosehall Nurseries Ltd,\* landscaping. *Prince George B C:* Geo Pickett,\* exterior painting. *Sea Island B C:* City Construction Co Ltd,\* grading, paving, ditching etc. *Vancouver B C:* City Construction Co Ltd, additional paving of curb, gutter, sidewalks & steps; Mutual Construction Co Ltd, construction of houses, Fraserview. *Victoria B C:* Charles Schattenkirk, exterior painting.

### Defence Construction (1951) Limited

*Greenwood N S:* Kenny Construction Co Ltd, erection of structural steel hangar; W E Emerson & Sons, construction of underground steam distribution system. *Bagotville P Q:* A Janin & Cie Ltée, construction of standard armament bldg. *Montreal P Q:* Labrador Construction Co Ltd, addition & alterations to headquarters command bldg. *St Hubert P Q:* Louis Donolo Inc, construction of air defence command headquarters. *Ville La Salle P Q:* Louis Donolo Inc, construction of inflammable stores bldg. *Camp Borden Ont:* Brennan Paving Co Ltd, resurfacing of roads; Yates Construction Co Ltd, construction of structural steel hangars; Brennan Paving Co Ltd, paving area. *Centralia Ont:* W C Brennan Contracting Co, installation of underground steam distribution system. *Hagersville Ont:* Lundy Fence Co Ltd, construction of

security fence; Black Top Paving Co, paving hardstand. *North Bay Ont:* Sterling Construction Co Ltd, construction of standard armament bldg; Sterling Construction Co Ltd, construction of standard unit transmitter bldg. *Pointe Petre Ont:* Hugh Murray Ltd, construction of rocket magazine. *Uplands Ont:* H J McFarland Construction Co Ltd, construction of sanitary sewers & water mains. *Winnipeg Man:* Claydon Co Ltd, installation of underground steam distribution system. *Cold Lake Alta:* Alexander Construction Ltd, installation of water distribution, sanitary & storm sewerage systems; Mix Bros Construction Co Ltd, construction of domestic & access roads & temporary drainage; Bird Construction Co Ltd, construction of sewage treatment plant & sewage pumphouse.

### (Building and Maintenance)

*Amherst N S:* Cameron Contracting Ltd, repointing of brickwork & stonework. *Woodstock N B:* Edwin S Green, re-

roofing & repairing brickwork. *Hamilton (Mount Hope) Ont:* James Kemp Construction, rehabilitation of boiler house



leanto & bldg #A38, RCAF Station. *Rockcliffe Ont*: Hart Construction Co Ltd, cubieling of bldg #73, RCAF Station; M J Sulpher & Sons Ltd, conversion of bldg #78 to chapels, RCAF Station. *St Catharines Ont*: Newman Bros Ltd,

renovation of Winters Transport Bldg. *Comox B C*: J T Devlin & Co Ltd, exterior painting of bldgs, RCAF Station; Smith-Anderson Co Ltd, application of roofs on bldgs, RCAF Station.

### National Harbours Board

*Montreal Harbour P Q*: Charles Duranceau Ltd, paving vulcan wharf, Section 71.

### Department of Public Works

*Port aux Basques Nfld*: J P Porter Co Ltd,\* dredging. *Bay Fortune P E I*: Morrison & McRae Ltd, breakwater repairs. *Point Prim P E I*: Morrison & McRae Ltd, wharf repairs. *Souris P E I*: H J Phillips & Son, breakwater repairs. *South Rustico P E I*: Quinn, Ford & Dorion, repairs to headblock. *Tignish P E I*: Morrison & McRae Ltd, repairs to breakwater. *Baddeck N S*: J P Porter Co Ltd,\* dredging. *Dingwall N S*: J P Porter Co Ltd,\* dredging. *Half Island Cove N S*: Tidewater Construction Co Ltd, construction of breakwater & wharf. *Meteghan & Weymouth North N S*: J P Porter Co Ltd,\* dredging. *Port Hood N S*: Albert MacDonald, Willie MacDonald, John A MacDonald & Allan R MacDonald, wharf extension. *Portuguese Cove N S*: Tidewater Construction Co Ltd, breakwater repairs. *St Francis N S*: F W Digdon & Sons Ltd, harbour improvements. *Burnt Church N B*: J W & J Anderson Ltd, wharf repairs. *Point Sapin N B*: Diamond Construction Co Ltd,\* dredging. *West Saint John N B*: Caldwell Construction Co Ltd, construction of fumigation station. *Forestville P Q*: J P Porter Co Ltd,\* dredging. *Paspebiac P Q*: Geo K Steele, wharf repairs. *Rimouski P Q*: Allmo Paving Co, wharf improvements; J P Porter Co Ltd,\* dredging. *Ruisseau LeBlanc P Q*: Bert Dimock,\* dredging. *St Pierre Les Becquets P Q*: Marine Industries Ltd,\* dredging. *Burlington Ont*: McQueen Marine Ltd, demolition & removal of damaged north span & shore structure of Bascule Bridge. *Burlington Channel Ont*: Russell Construction Co Ltd, construction of temporary bridge. *Cobourg Ont*: McNamara Construction Co Ltd,\* dredging. *Fort William Ont*: Con-

solidated Dredging Ltd,\* dredging. *Kingsville Ont*: McNamara Construction Co Ltd,\* dredging. *Hawkesbury Ont & Grenville P Q*: Hector Laliberte, cleaning, scraping & painting steel work of Inter-provincial Highway Bridge. *Lake Nipissing Ont*: Cummins Construction Co,\* dredging. *Leamington Ont*: Dean Construction Co Ltd, alterations & additions to public bldg. *Moose Factory Ont*: Tower Co Ltd, construction of warehouse & workshop for RCMP. *Ottawa Ont*: Dominion Electric Protection Co, improved automatic burglar system etc on vaults, Royal Canadian Mint; George Bolton, installation of fluorescent system, Postal Terminal Bldg, Besserer St. *Pembroke Ont*: R F Walsh Co Ltd, stone work repairs, public bldg. *Port Arthur Ont*: Canadian Dredge & Dock Co Ltd,\* dredging; Canadian Dredge & Dock Co Ltd, harbour improvements. *Port Elgin Ont*: Cummins Construction Co Ltd, breakwater repairs. *Port Hope Ont*: McNamara Construction Co Ltd,\* dredging; McNamara Construction Co Ltd, breakwater repairs. *Toronto (Eastern Channel) Ont*: Russell Construction Co Ltd,\* dredging. *Shaunavon Sask*: Freoschl & Heisler Ltd, alterations to public bldg. *Chilliwack B C*: Carey & Cartnell & Fraser River Dredging Co Ltd,\* dredging. *Fraser River B C*: Gilley Bros Ltd, improvements Kirkland Island channel maintenance; Coast Quarries Ltd, improvements, North Arm jetty repairs. *Kyuquot B C*: West Coast Ventures Ltd, float approach. *Nanaimo B C*: Asbestos Building Materials Ltd, painting, asbestos shingle siding etc various bldgs, Indian Hospital. *Vancouver (Sea Island) B C*: Vancouver Pile Driving & Contracting Co Ltd, seaplane landing.

### Department of Transport

*Summerside P E I*: Wallace Noye, Allison Raynor & James Noye, construction of wooden protection cribwork, Indian Point. *Dartmouth N S*: T C Gorman (N S) Ltd, construction of reinforced concrete cellular wharf. *Cape Roseway N S*: Jos S Surette, construction of dwelling.

*Bagotville P Q*: Montcalm Construction Inc, airport lighting facilities, Saguenay Airport. *Dorval P Q*: Highway Paving Co Ltd, additional development, Montreal Airport; J A A Leclair, Dupuis Ltee, alterations & additions to sewage lift station. *L'Annonciation P Q*: H J O'Connell Ltd,

aerodrome development. *Fort William Ont*: Stead & Lindstrom Ltd, construction of remote receiver bldg, Lakehead Airport. *Goderich Ont*: David G Ross, construction of fog alarm bldg. *Winnipeg Man*: Bird Construction Co Ltd, construction of air traffic bldg. *Suffield Alta*: Standard Gravel

& Surfacing of Canada Ltd, additional airport development. *Patricia Bay B C*: Premier Construction Co Ltd, runway drainage & duct installation. *Port Hardy B C*: B C Radiant Ltd, renovation of existing heating system.

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## Department's Newest Safety Film Wins 1st Prize at Venice Festival

First prize in the social problems category at this year's world-wide Venice (Italy) film festival has been won by the Labour Department's newest accident prevention film "The Safety Supervisor". The Venice festival, oldest international film competition, attracts entries from most major film producers in the world.

The film, produced for the Department of Labour by the National Film Board, is the sixth in a series entitled "Accidents Don't Happen". It deals with the position of the safety supervisor in the modern industrial plant.

This is the second time in three years that the Department of Labour and the National Film Board have shared the honour of winning an international competition with a safety picture. The fifth in the safety films series, dealing with safe clothing in industry, won first prize in an

international competition in Chicago in 1950, sponsored by the American National Safety Council.

The Ontario Accident Prevention Association offered valuable assistance in research for the prize-winning film.

Announcing the winning of the award, the Hon. Milton F. Gregg, Minister of Labour, said that over and above the prize-winning qualities of the "Accidents Don't Happen" films, there was much evidence that these films were filling a real need. To date, a total of 1,986 prints of the first five films have been sold. Of these, 1,621 prints have been sold outside of Canada, in Europe and in countries as far away as South Africa and Australia. There has been a considerable demand from South America as well. A recorded total of 515,000 persons have seen the film on loan in Canada up to March, 1952.

The films are continually in use throughout Canadian industry.

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## Sir John Forbes Watson, Prominent ILO Figure, Dies

Sir John Forbes Watson, prominent in the International Labour Organization since its early years, died August 25 at the age of 72 years. He was United Kingdom Employers' Member and Employers' Vice-Chairman of the ILO Governing Body. He was also Director of the British Employers' Confederation.

Connected with the ILO since early in its history, Sir John Forbes Watson became a member of the Governing Body in 1927. He was first elected Employers' Vice-Chairman in 1944; he served continuously in that office from 1949 to the time of his death.

Throughout the period of his association with the ILO, he was a leading figure both in the Governing Body and in the Conference, as well as representing the Organization at many outside meetings.

ILO Director-General David A. Morse, paying tribute to Sir John's "great personal contribution" to the work of the ILO, said his work would long be remembered, "particularly in regard to his never-failing defence of the principle of government-employer-worker co-operation and his unstinted support of the Organization and his faith in its future during the war years."



# Wages, Hours and Working Conditions

## The Pulp and Paper Industry

Wage rates in pulp and paper industry increased 20 per cent in 1951, have risen 148 per cent since 1939 and now rank among the highest in manufacturing. Large majority of workers still on 48-hour, six-day week, although almost one-third now work fewer than 48 hours a week

The pulp and paper industry<sup>1</sup> occupies a position of great importance in the Canadian economy. This country is ideally suited to the manufacture of paper; its vast forest resources provide the necessary pulpwood which can be floated cheaply and efficiently to the mills. In addition, there is abundant hydro-electric power to carry on the manufacturing process.

These and other factors combine to make pulp and paper a prosperous industry from both the management and employee points of view. Wage rates, which have increased by 148 per cent since 1939, rank among the highest in manufacturing for comparable skills. The industry is highly unionized; collective bargaining is carried on partly according to specific type of manufacture and partly on a regional basis. It has often been cited as an example of an industry in which good employer-employee relations prevail. Working conditions, including vacation policies, pension plans and health and welfare schemes, reflect the industry's general development.

The industry differs from many others in manufacturing in that plants are not usually concentrated in a few highly industrialized areas. By and large, mills are located in small towns and villages whose economic life is in some cases dependent almost exclusively upon world markets for pulp and paper. A regional distribution of the mills used in this study is as follows:

	Establishments	Plant Employees
Atlantic Provinces..	13	6,791
Quebec .....	41	20,278
Ontario .....	36	14,728
Manitoba .....	1	275
British Columbia....	8	3,938
Total .....	99	46,010

Newsprint comprises by far the bulk of this country's paper production. At the present time Canadian mills are producing more newsprint than all other countries combined. On the consumption side, United States uses 60 per cent of the total world supply of newsprint. It is therefore not surprising that more than four-fifths of the newsprint produced in Canada is exported to the United States.

Although the paper industry is not concentrated but rather is characterized by a scattering of individual mills across the country, there is considerable movement of skilled workers among these mills. A man doing a key papermaking job in a plant in Ontario might move to some other province to take a job at a higher level in a similar mill. However, there is less of this inter-plant movement now than a decade or generation ago, a fact attributable possibly to a betterment in the general level of working conditions throughout the industry. The prevalence of pension plans and other so-called "fringe benefits" is a factor which tends to reduce labour turnover. Qualification for key jobs is the result of actual experience and top skills in the paper industry are usually reached after a rung-by-rung ascent via the lower and intermediate jobs. For this reason, these jobs are usually held by men whose working life has been devoted to papermaking. A machine tender's job may appear routine and easy to the layman, when production is going along normally. It is when something causes a break in the

<sup>1</sup> For purposes of this article, the industry includes pulp mills producing chemical or mechanical woodpulp; combined pulp and paper mills and paper mills manufacturing newsprint, book and writing papers, kraft paper, and boxboard. Mills primarily engaged in the manufacture of wallboard, building and insulation board are not included in this study. Similarly, those producing converted paper and products such as paper cartons are not included.



endless sheet of paper coming off the machine that the machine tender brings his knowledge and skill into play and he becomes the leader of four or five men whose performance at their specific action stations is a masterpiece of co-ordination.

Not all jobs in pulp and paper mills are highly skilled. Occupations required in the production process range from sweepers and yard labourers, for which skill and training are at a minimum, to digester cooks, beater engineers and machine tenders. In addition to these, there are such maintenance occupations as master-mechanics, millwrights and electricians.

### **Labour Organization and Collective Bargaining**

Labour unions are found among both production workers and office workers in the Canadian pulp and paper industry, although office workers are much less highly organized than are production workers. Of the 99 mills included in this analysis, 89 reported the existence of collective agreements for production workers and, in total, these cover approximately 41,900 employees. Almost 1,500 office employees in 29 mills are covered by collective agreements, which normally are separate from the contracts applying to production workers.

Three unions represent the large majority of production workers: the International Brotherhood of Paper Makers (TLC-AFL), the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (TLC-AFL), and the National Federation of Pulp and Paper Workers, Incorporated (CCCL). The first two unions organize pulp and paper mill workers in all parts of Canada. The National Federation of Pulp and Paper Workers is the bargaining agent for employees in a substantial number of mills in the province of Quebec.

The International Brotherhood of Paper Makers has jurisdiction over employees directly engaged in making paper, while the International Brotherhood of Pulp, Sulphite and Paper Mill Workers has jurisdiction over workers in the pulp and sulphite sections of the industry. However, in a number of mills organized by these unions, small numbers of mechanical tradesmen belong to other unions such as the International Association of Machinists (TLC-AFL), the International Brotherhood of Electrical Workers (TLC-AFL), the International Union of Operating Engineers (TLC-AFL), and the International Brotherhood of Firemen and Oilers (TLC-AFL).

In paper mills, the production workers may be organized by the Paper Makers' Union or this union and several unions representing mechanical tradesmen. Production workers in pulp mills may be organized by the Pulp, Sulphite and Paper Mill Workers' Union or this union together with unions representing mechanical trades. Workers in mills manufacturing pulp and paper may be organized by the two pulp and paper unions or these two unions along with the mechanical trades unions. Seventy of the 89 organized mills reported having agreements with the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, or both of them. These 70 agreements apply, in total, to more than 33,800 workers. In addition, 21 of the 70 mills have agreements with unions representing mechanical trades. Where there are several unions in a mill, they, as a rule, act jointly in negotiating agreements.

A pattern of group bargaining has developed in the industry, by which the unions combine to negotiate with representatives of several companies at one time. For example, one group is composed of the unions and mills in British Columbia; the bargaining sessions take place in Vancouver. The newsprint and sulphite mills of Manitoba and Ontario bargain as a group, as do the same types of mills located in Quebec and eastward. Mills manufacturing fine grades of paper, largely located in Ontario and Quebec, form another group and the various mills of the Canadian International Paper Company in Ontario and eastward bargain as a unit with the unions.

The National Federation of Pulp and Paper Workers (CCCL) usually includes all production workers in the plants it organizes. However, two mills in this analysis reported having agreements with this union and with the International Brotherhood of Paper Makers (TLC-AFL). Twenty-one mills reported having agreements with the Federation, with bargaining units totalling slightly more than 8,000 employees.

The Office Employees' International Union (TLC-AFL) is the chief bargaining agent for office employees in the industry, representing 1,065 employees in 17 mills in which the production workers are organized by the pulp and paper workers' international unions. The National Federation

of Pulp and Paper Workers has an office section which is reported as the bargaining agent for eight mills and 300 workers in Quebec, in six of which the Federation represents production workers. In the other two, the production workers are organized by the Paper Makers and the Pulp, Sulphite and Paper Mill Union. Finally, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers represents both production workers and 100 office workers in four mills.

### Wage Rates

The general level of wage rates in the pulp and paper industry was higher in the fall of 1951 than in any previous period on record, with the index attaining a level of 248.1 in terms of the base year 1939 as 100. The increase in rates of 20.4 per cent was slightly more than three times the gain that occurred in 1950.

Wage increases were of two types: first, and of most importance, was the annual round of wage increases granted to employees of the major mills during the spring and summer of 1951 and smaller and less extensive interim increases in November, 1950. Second, and of minor consequence, was the existence of cost-of-living "escalator" provisions in the collective agreements of a small number of firms in the industry.

In developing an index of wage rates for the industry as a whole, four sub-industry indexes were calculated. Three of these indexes cover production workers in the major manufacturing divisions of the industry, pulp, newsprint and paper other than newsprint, and the fourth, maintenance workers in all three divisions. The 1951 index numbers show that gains for the industry as a whole were shared almost equally among the four occupational groups. The appropriate figures are as follows:

	(Base Year 1939=100)		
	1950 Index	1951 Index	Per Cent Increase
Pulp and Paper .....	206.1	248.1	20.4
Pulp .....	227.2	275.3	21.2
Newsprint .....	183.5	220.4	20.1
Paper other than Newsprint .....	205.4	244.0	18.8
Maintenance .....	208.3	252.7	21.3

One of the important features of the wage revisions that occurred during 1951 and the late fall of 1950 was the granting in most cases of straight percentage increases. The result was a slight narrowing of percentage differentials between occupations in various skill strata and a marked widening of cents-per-hour differentials. Increases, on a Canada basis, ranged from 18 to 23 per cent in relative terms and 17 to 41 cents an hour in actual amounts.

Average hourly wage rates and the predominant ranges of rates are shown in Table 1 for 27 occupations in the pulp and paper industry. These are given separately for five of the main producing provinces. Newfoundland, important for the manufacture of newsprint, has not been shown separately in order to avoid disclosing confidential information, as employment is largely confined to two firms.

Average wage rates for eight selected occupations in the manufacture of pulp ranged from \$1.13 an hour for wet machine men to \$1.76 for digester cooks. There was a moderate variation in wage rates between

regions for similar work. Rates were generally lowest in Nova Scotia and Quebec and highest in British Columbia.

The wage structure of the newsprint group is traditionally the highest in the pulp and paper industry, because of the greater responsibility and skill involved in operating and maintaining high-speed newsprint-making machines. Machine tenders and back tenders, both skilled occupations, received the highest rates in 1951; roll finishers, considerably less skilled, the lowest. Little variation in wage-rate averages existed between regions.

Of the five occupations selected to represent workers directly engaged in producing other types of paper, machine tenders and back tenders were again the highest paid job categories and finishers the lowest. Regionally, rates were quite similar in all the main producing provinces except British Columbia, where they were substantially higher.

Wage-rate averages for six maintenance jobs were based on reports from firms in all three divisions of the industry. Electric-

TABLE 1.—AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PULP AND PAPER INDUSTRY, OCTOBER 1951

	Canada <sup>(1)</sup>		Nova Scotia		New Brunswick		Quebec		Ontario		British Columbia	
	Average Wage Rate		Range of Rates <sup>(2)</sup>		Average Wage Rate		Range of Rates <sup>(2)</sup>		Average Wage Rate		Range of Rates <sup>(2)</sup>	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>PULP</b>												
Wood Handler <sup>(3)</sup> .....	1.25	1.13	.84-1.28	1.24	1.21-1.25	1.24	1.17-1.27	1.27	1.18-1.35	1.41	1.40-1.42	
Grinderman.....	1.34	.94	.86-1.38	1.30	1.10-1.35	1.25	1.02-1.35	1.38	1.31-1.47	1.49	1.48-1.50	
Chipperman.....	1.32		1.25-1.31	1.28	1.25-1.31	1.27	1.19-1.34	1.34	1.27-1.39	1.54	1.47-1.72	
Acid Maker.....	1.62		1.41-1.78	1.62	1.41-1.78	1.56	1.30-1.69	1.62	1.37-1.73	1.71	1.55-1.78	
Digester Cook.....	1.76		1.59-1.86	1.72	1.59-1.86	1.77	1.57-1.91	1.73	1.27-1.99	1.86	1.72-1.99	
Blow Pit Man.....	1.33		1.32-1.42	1.36	1.32-1.42	1.29	1.19-1.36	1.32	1.23-1.43	1.45	1.42-1.52	
Screenman.....	1.36		1.35-1.37	1.35	1.27-1.42	1.31	1.24-1.38	1.37	1.26-1.54	1.51	1.44-1.60	
Wet Machine Man.....	1.13	.87	.80-.92	1.15	1.10-1.28	1.07	.80-1.31	1.22	1.00-1.33	1.49	1.42-1.83	
<b>NEWSPRINT</b>												
Beaterman.....	1.32		1.31	1.29-1.34	1.29	1.29	1.19-1.31	1.35	1.29-1.40	1.41	1.40-1.42	
Machine Tender.....	2.65		2.80	2.77-2.85	2.58	2.58	2.36-2.82	2.70	2.41-3.02	2.75	2.36-3.06	
Backtender.....	2.42		2.58	2.55-2.62	2.37	2.37	2.15-2.59	2.46	2.19-2.78	2.46	2.11-2.80	
Third Hand.....	2.01		2.11	2.09-2.16	1.96	1.96	1.80-2.42	2.07	1.84-2.28	2.03	1.78-2.25	
Fourth Hand.....	1.62		1.66	1.64-1.70	1.58	1.58	1.49-1.66	1.67	1.55-1.81	1.70	1.53-1.84	
Fifth Hand.....	1.51		1.55	1.53-1.58	1.47	1.47	1.41-1.54	1.56	1.47-1.67	1.55	1.48-1.62	
Machine Oiler.....	1.47		1.47	1.41-1.54	1.44	1.44	1.34-1.54	1.50	1.43-1.64	1.49	1.45-1.52	
Roll Finisher.....	1.35		1.32	1.31-1.34	1.34	1.34	1.28-1.41	1.34	1.30-1.42	1.43	1.42-1.48	
<b>PAPER OTHER THAN NEWSPRINT</b>												
Beaterman.....	1.29		1.28	1.26-1.32	1.27	1.27	1.18-1.32	1.28	1.22-1.50	1.43	1.36-1.53	
Machine Tender.....	1.77		1.98	1.73-2.15	1.60	1.60	1.35-1.97	1.85	1.59-2.18	2.13	1.95-2.38	
Backtender.....	1.58		1.76	1.53-1.94	1.45	1.45	1.07-1.74	1.64	1.38-2.02	1.84	1.68-2.10	
Third Hand.....	1.42		1.57	1.46-1.70	1.28	1.28	1.13-1.45	1.48	1.26-1.75	1.60	1.47-1.82	
Finisher.....	1.23				1.17	1.17	.85-1.34	1.26	1.17-1.36			
<b>MAINTENANCE</b>												
Electrician.....	1.69	1.64	1.31-1.78	1.68	1.59-1.75	1.62	1.45-1.77	1.78	1.56-1.89	1.82	1.71-1.89	
Stationary Fireman.....	1.46		1.45	1.10-1.63	1.38	1.38	1.22-1.53	1.54	1.34-1.69	1.51	1.43-1.81	
Labourer.....	1.23	1.04	.83-1.34	1.21	1.05-1.25	1.19	1.12-1.25	1.26	1.14-1.35	1.39	1.29-1.40	
Machinist.....	1.66	1.43	1.05-1.73	1.65	1.54-1.75	1.61	1.44-1.75	1.72	1.55-1.85	1.87	1.76-1.89	
Millwright.....	1.63		1.66	1.59-1.75	1.66	1.66	1.40-1.75	1.69	1.55-1.89	1.81	1.71-1.89	
Pipefitter.....	1.66		1.67	1.61-1.75	1.67	1.67	1.43-1.75	1.59	1.57-1.85	1.85	1.71-1.89	

(1) Includes Rates paid in one establishment in Manitoba which cannot be shown separately.  
 (2) Rates include rates for the middle 80 per cent of the workers used in the calculation of the averages.  
 (3) Includes Boom Man, Fond Man, Conveyer Man, Sorter, Loader, Etc.  
 (4) Rates combined for Nova Scotia and New Brunswick in order to avoid disclosing confidential information.



cians, machinists, millwrights and pipefitters received comparable rates, which on the average exceeded \$1.60 an hour. Stationary firemen, generally considered to be semi-skilled, received somewhat lower wages. Labourers, whose rates form the foundation of the wage structure for plant workers in this and other industries, averaged \$1.23 for the nation as a whole. Rates for labourers were highest in British Columbia, averaging \$1.39, and lowest in Nova Scotia, where the average was \$1.04.

### Working Conditions

**The Normal Work Week** (Table 2) —Although there has been some shortening of the normal work week<sup>2</sup> in the pulp and paper industry in the last few years, the large majority of workers were still working a 48-hour, six-day schedule in 1951. However, the proportion of employees working a shorter schedule than 48 hours per week has grown from one-tenth of the total in 1948 to almost one-third by October, 1951; as of that date, 44 and 40 had become the most common of these shorter work weeks. The years 1950 and 1951 have also seen the introduction of the five-day week in this industry. In pulp and paper mills, just as in other plants where the operations are continuous, the adoption of the five-day week usually is carried out by a "swing shift" system and the utilization of such extra crews provides for continuous operation of the mills for six days per week without overtime. In our 1949 survey, none of the mills had as yet reported on this schedule, whereas

by 1951 about eight per cent of the plant employees were reported on a five-day week.

The following table shows, for 1948, 1949 and 1951, the percentage distribution of plant employees according to the length of their work week:

Weekly Hours	1948 %	1949 %	1951 %
40 and less ....	—	—	10.7
42 .....	—	—	7.4
44 .....	9.6	10.1	12.9
Over 44 and under 48 ....	1.1	.4	.4
48 .....	85.9	87.0	66.7
Over 48 .....	3.4	2.5	1.9

**Overtime Payment**—For work in excess of regular or weekly hours, and on Sunday, the usual rate of pay is time and one-half. When employees are required to work on a statutory holiday, double time and one-half is predominant.

**Annual Vacations with Pay** (Table 3) —Vacation policy in Canadian paper mills has become much more liberal in the two or three years preceding the October, 1951, survey. Papermakers are now enjoying longer vacations after fewer years of service. By 1951, almost all employees in the industry received one week's vacation

<sup>2</sup> The normal work week as dealt with in this article is not affected by short time which might be the result of material shortages, market conditions or other causes; neither is overtime reflected in these figures.

**TABLE 2.—THE NORMAL WORK WEEK IN THE PULP AND PAPER INDUSTRY, OCTOBER, 1951**

(Plant Employees)

Normal Weekly Hours	Canada (1)		Atlantic Provinces	Quebec	Ontario	British Columbia
	Number	Per Cent	Per Cent	Per Cent	Per Cent	Per Cent
40 and less.....	4,917	10.7	.....	.1	27.7	13.7
42.....	3,396	7.4	.....	.....	.....	86.3
44.....	5,918	12.9	41.2	.....	21.3	.....
Over 44 and Under 48.....	172	.4	.....	.....	1.1	.....
48.....	30,649	66.7	58.4	95.8	49.9	.....
Over 48.....	868	1.9	.4	4.1	.....	.....
Total.....	45,920(2)	100.0	100.0	100.0	100.0	100.0

(1) Includes data for one establishment in Manitoba not shown separately.

(2) Does not include 90 female workers employed in establishments which did not give information on normal hours for women.

after one year's service and could become eligible for three weeks' paid vacation after but 15 years' service. The following table shows a comparison of two-and three-week vacations in pulp and paper and in manufacturing as a whole. The table shows that,

until five years' service has been completed, the vacation terms of the average paper-maker are somewhat inferior to the average for manufacturing as a whole. However, after five years of employment, these terms become better than average.

**Length of Vacation  
and Service Re-  
quirement**

**Percentage of Plant Employees**

	Pulp and Paper	Manufacturing
<b>2 weeks</b>		
Less than 5 years .....	20.3	41.0
5 " .....	79.0	46.3
More than 5 " .....	—	1.9
Total .....	99.3	89.2
<b>3 weeks</b>		
Less than 15 years .....	—	1.1
15 " .....	94.4	19.5
More than 15 " .....	—	24.9
Total .....	94.4	45.5

**Statutory Holidays** (Table 4)—The number of paid holidays varied to some extent among the provinces. In Quebec's paper mills, employing about 44 per cent of the total plant workers, the most common practice was four paid holidays: Christmas Day, New Year's Day, Dominion Day, and Labour Day. In Ontario, 54 per cent of the employees were in mills where payment for four holidays was the practice and an additional 39 per cent were paid for six such days. In British Columbia,

about 90 per cent of the employees (in six mills) had five paid holidays as of October, 1951. Little change has been reported in holiday policy in the paper industry in recent surveys.

**Shift Differentials**—The practice of paying premium rates for afternoon and night shifts was common in Canadian paper mills, 65 reporting this policy. Payment of two cents extra per hour was most common for the 4.00 p.m. to 12.00 midnight shift and three cents on the night shift.

**TABLE 3.—VACATIONS WITH PAY IN THE PULP AND PAPER INDUSTRY, OCTOBER 1951**

(Plant Employees)

Length of Vacation and Service Requirements	Canada <sup>(1)</sup>		Atlantic Provinces	Quebec	Ontario	British Columbia
	Number	Per Cent	Per Cent	Per Cent	Per Cent	Per Cent
<b>One Week with Pay—</b>						
After: Less than 1 year.....	87	.2				2.1
1 year.....	45,493	98.9	94.2	100.0	99.8	97.9
Total.....	45,580	99.1	94.2	100.0	99.8	100.0
<b>Two Weeks with Pay—</b>						
After: Less than 3 years.....	1,644	3.6	22.4		.2	2.1
3 years.....	7,674	16.7		3.3	21.3	97.9
5 years.....	36,354	79.0	73.1	96.5	78.5	
Total.....	45,672	99.3	95.5	99.8	100.0	100.0
<b>Three Weeks with Pay after 15 Years.....</b>	43,419	94.4	88.1	96.4	92.8	100.0
<b>Other Vacation Periods.....</b>	190	.4	2.8			
<b>Total Coverage.....</b>	45,805	99.5 <sup>(2)</sup>	97.0 <sup>(2)</sup>	100.0	100.0	100.0

<sup>(1)</sup> Includes data for 1 establishment in Manitoba not shown separately.

<sup>(2)</sup> 205 plant workers were in establishments which gave no information on vacation policy or reported having no policy.

Details on the amounts and workers affected by shift differential as of the last nor-

mal pay period preceding October 1, 1951 are as follows:—

Shift Differential (Cents per Hour)	Number of Mill Workers	
	Afternoon Shift	Night Shift
2 cents .....	4,445	87
3 cents .....	2,125	6,116
More than 3 cents .....	720	879
Other .....	47	—
Total receiving differentials .....	7,337	7,082
No differential reported .....	1,188	1,271
Total on shift work .....	8,525	8,353

**Special Wage Clauses**—Minimum reporting pay and minimum call-in pay were reported as being provided for in the majority of paper mills. Thirty-six mills employing 20,000 workers indicated a practice of guaranteeing two hours pay to employees who find no work available upon reporting for their regular tour; in 14 mills with 7,300 employees the guarantee was four hours' pay. Seventy mills employing almost four-fifths of the workers had provision for four hours' guaranteed pay to workers called in to work outside their regular tour. This is often necessary in paper mills where a machine wire has to

be changed and extra hands are required in order to minimize any loss of production.

Only four mills reported having any policy on severance pay; in these the employees totalled 1,960.

**Pension Plans and Health Insurance Schemes**—At the time of the October, 1951 survey, almost four-fifths of the pulp and paper mills employing about 89 per cent of the plant workers reported having pension plans in effect. Coverage of employees by some type of group health and welfare insurance was reported by 93 mills in which 45,376 plant workers were employed.

**TABLE 4.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PULP AND PAPER INDUSTRY, OCTOBER 1951**

(Plant Employees)

Number of Statutory Holidays Observed	Canada <sup>(1)</sup>		Atlantic Provinces	Quebec	Ontario	British Columbia
	Number	Per Cent	Per Cent	Per Cent	Per Cent	Per Cent
Less than 4 .....	205	4	3.0	.....	.....	.....
4 .....	26,765	58.2	71.8	71.7	48.0	.....
5 .....	6,420	14.0	25.2	1.1	6.5	89.9
6 .....	9,974	21.7	.....	18.5	42.2	.....
7 .....	647	1.4	.....	1.0	3.0	.....
8 .....	1,078	2.3	.....	5.1	.3	.....
More than 8 .....	921	2.0	.....	2.6	.....	10.1
Total .....	46,010	100.0	100.0	100.0	100.0	100.0
Number of Statutory Holidays Paid for Although not Worked						
None .....	583	1.3	3.0	1.9	.....	.....
Less than 4 .....	574	1.2	.....	2.8	.....	.....
4 .....	28,374	61.7	71.8	75.3	53.9	.....
5 .....	6,214	13.5	25.2	1.1	5.1	89.9
6 .....	9,788	21.3	.....	18.4	39.0	8.0
More than 6 .....	477	1.0	.....	.5	2.0	2.1
Total .....	46,010	100.0	100.0	100.0	100.0	100.0

<sup>(1)</sup> Includes data for one establishment in Manitoba not shown separately.



**Job Training**—Some 1,600 employees of 31 mills were reported as receiving some type of formal job training. In most mills where training was being carried on, it was a combination of classroom training, "on-the-job" training, and supervisory training. The remaining 69 mills, employing more than half the total plant workers, either reported no formal training policy or did not give information on the subject.

**Industrial Safety**—Pulp and paper may be said to be a "safety conscious" industry and individual mills take great pride in their safety records. Ninety-five of the mills covered by this analysis, having a total of 45,050 plant workers, indicated on their survey questionnaires various provisions for the maintenance of health, prevention of accidents, and for treatment

of illness or injuries among their employees. The principal types of such facilities and the proportion of total plant employees being protected by them are as follows:

Provision	Percentage of Total Plant Employees Covered %
Worker-supervisor safety committee .....	87
Safety engineer .....	67
Employees trained in first aid .....	90
Provision for recurring medical examination .....	46
Full-time plant nurse .....	69
Full-time plant doctor .....	21

## Prices and the Cost of Living<sup>\*</sup>

### Cost-of-Living Index, August 1, 1952

A decline from 188.0 to 187.6 between July 2 and August 1, 1952, brought the Dominion Bureau of Statistics cost-of-living index to the same level as in July, 1951. The drop was due to lower prices for food, clothing and home furnishings.

The food index declined from 239.5 to 238.0, largely as a result of lower prices for fresh vegetables, particularly potatoes, which outweighed increases for eggs, lemons and oranges. The clothing index moved from 209.1 to 208.6, following narrow declines in men's wear, piece goods, and footwear.

The home furnishings and services index also declined from 196.7 to 196.0, with lower prices for rugs, wool blankets, and soap accounting for most of the change. The index for fuel and light advanced from 149.8 to 150.1 following seasonal advances in the price of coal and coke. The miscellaneous series moved from 147.4 to 147.8 as higher prices were registered for items of health care and magazine costs. The rent index was unchanged at 147.9.

From August 1939, to August 1, 1952, the percentage increase in the total index was 86.1.

### City Cost-of-Living Indexes, July 2, 1952

Cost-of-living indexes for seven of the nine regional centres advanced between June 2 and July 2. The index for Toronto remained unchanged at 184.4 and that for Vancouver declined 0.8 points to 189.8.

Substantial fluctuations in food prices were mainly responsible for the changes in city living costs. Eggs were seasonally higher at all centres while meat prices advanced in most cities. Vegetable prices were lower except for Winnipeg, Saskatoon and Edmonton, where further advances occurred. Among other groups, changes were small, with indexes generally tending to lower levels. Rents were not surveyed in July and the indexes remained unchanged.

Composite city cost-of-living index point increases between June 2 and July 2 were as follows: Saskatoon +2.1 to 183.0; St. John's +1.2 to 103.9; Edmonton +1.0 to 178.5; Montreal +0.9 to 193.4; Saint John +0.8 to 186.4; Halifax +0.4 to 179.6 and Winnipeg +0.4 to 181.0.

### Wholesale Prices, July, 1952

Canada's general index of wholesale prices dropped one point in July to 225.5 from the June figure of 226.5, the Dominion Bureau of Statistics reported. Occasioned by decreases in the vegetable, textile, wood and chemical products groups which outweighed increases in animal products, non-ferrous metals and non-metallic minerals, the 0.4 per cent drop followed a June increase of 1.7 points or 0.8 per cent that reversed the downward trend begun last July.

At the new standing, the general index (which is reckoned on the base of 1935-39) remained above the May figure of 224.8

<sup>\*</sup>See Tables F-1 to F-6 at end of book.

but was 18.2 points or 7.5 per cent below the figure for last July, when the index reached the all-time peak of 243.7.

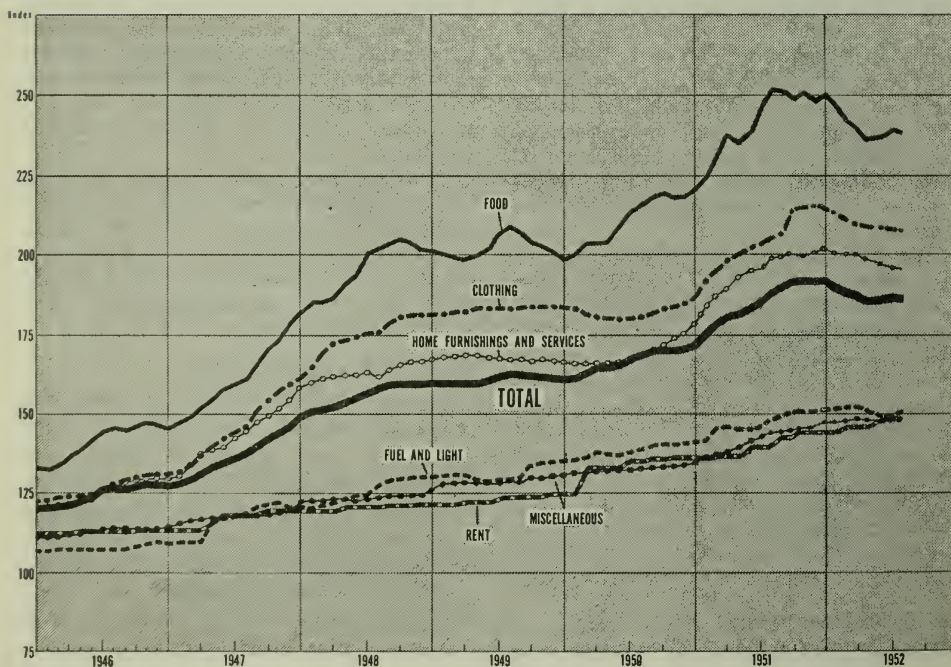
Largest decrease during the month among the group indexes was in the price index of vegetable products, which dropped 1.9 per cent from 212.2 to 208.1. The price index of wood products dropped 0.8 per cent from 295.9 to 293.5; of chemical products, 0.4 per cent from 177.9 to 177.2; and of textile products, 0.1 per cent from 252.8 to 252.6. The price index of iron products remained unchanged at 218.2. The price index of animal products advanced 0.6 per cent from 245.7 to 247.1; of non-ferrous metals, 0.6 per cent from 171.5 to 172.5; and of nonmetallic minerals, 0.1 per cent from 173.8 to 173.9.

The price index of farm products also dropped in July, registering a decrease of 5.2 points or 2.1 per cent to 244.3 from the June figure of 249.5. This was 11.8

per cent below last July's figure of 277.1. The price index of field products dropped 6.3 per cent from 227.6 to 213.3, which was 9.2 per cent above last year's July figure of 195.4, while the price index of animal products rose 1.4 per cent from 271.4 to 275.3, which was 23.3 per cent below last July's figure of 358.9.

During the month the price index of general building materials recorded a slight advance of 0.8 points from 286.7 to 287.5. The composite index of residential building materials also registered a small advance, increasing 0.3 points from 284.0 to 284.3, which is the second lowest level since March, 1951. Among the component indexes, cement, sand and gravel, roofing material, plumbing and heating equipment, and electrical equipment and fixtures were higher, while lumber and its products and paint and glass were lower, the remaining three being unchanged.

## COST OF LIVING IN CANADA FROM JANUARY 1946





# Strikes and Lockouts

## Canada, July, 1952\*

Work stoppages in salmon fishing, logging and lumbering and construction industries in British Columbia during July caused a time loss of more than three-quarters of a million days, about 85 per cent of the total strike idleness for the month, the greatest July loss since 1946.

Wage increases and related questions were the central issues in 35 of the 47 stoppages in existence during the month, causing almost all the total idleness. Four small stoppages arose over causes affecting working conditions, three over union questions, three over suspensions or dismissals and one over alleged discrimination. One was a sympathy strike.

Preliminary figures for July, 1952, show 47 strikes and lockouts, with 55,737 workers involved and a time loss of 881,318 man-working days, compared with 40 strikes and lockouts in June, 1952, involving 59,364 workers, with a time loss of 708,382 days. In July, 1951, there were 36 strikes and lockouts, with 11,249 workers involved and a loss of 119,598 days.

For the first seven months of 1952, preliminary figures show 143 strikes and lockouts, involving 97,324 workers, with a time loss of 2,204,363 man-working days. In

\*See Tables G-1 and G-2 at end of book.

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* and in this article are taken, as far as possible, from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May, 1952, was 175 and 19 were still in progress from the previous month, making a total of 194 during the month. In all stoppages of work in progress, 40,900 workers were involved and a time loss of 178,000 working days caused.

the same period in 1951 there were 165 strikes and lockouts, 49,126 workers involved and a loss of 347,525 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in July, 1952, was 0.95 per cent of the estimated working time, compared with 0.77 per cent in June, 1952; 0.13 per cent in July, 1951; 0.34 per cent for the first seven months of 1952; and 0.05 per cent for the first seven months of 1951.

Of the 47 strikes and lockouts in existence in July, 1952, two were settled in favour of the workers, six in favour of the employers, 12 were compromise settlements, and three were indefinite in result, work being resumed pending final settlement. At the end of the month 24 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; handbag factory workers at Montreal, Que., on August 30, 1951; furniture factory workers at Nicolet, Que., on September 27, 1951; and truck drivers and warehousemen at Ottawa, Ont., on January 21, 1952.)

Of the 175 disputes leading to stoppages of work which began in May, ten, directly involving 5,300 workers, arose out of demands for advances in wages, and 68, directly involving 7,000 workers, out of other wage questions; four, directly involving 400 workers, out of questions as to working hours; 29, directly involving 4,100 workers, out of questions respecting the employment of particular classes or persons; 58, directly involving 9,900 workers, out of other questions respecting working arrangements; five, directly involving 200 workers, out of questions of trade union principle; and one, directly involving 5,200 workers, was in support of workers involved in another dispute.

### Australia

During the year 1951, there were 1,344 industrial disputes resulting in work stoppages directly involving 380,421 workers.



The time loss was 872,974 man-working days for all workers directly and indirectly involved.

### New Zealand

For the first quarter of 1952 figures show 12 strikes involving, directly and indirectly, 6,086 workers and causing a time loss of 5,454 man-days.

### United States

Preliminary figures for June, 1952, show 425 work stoppages resulting from labour-management disputes beginning in the month in which 170,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 14,000,000 man-days. Corresponding figures for May, 1952, are 475 work stoppages involving 300,000 workers and a time loss of 7,500,000 days.

## Selected Publications Received Recently in Library of Department of Labour

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 51.

### ***Accident Prevention***

1. **National Safety Congress, Chicago, 1951.** *Current Safety Topics in Industrial Safety, as presented in the Subject Sections of the 1951 National Safety Congress.* Sponsored by the American Society of Safety Engineers. Chicago, National Safety Council, 1951. Pp. 106.

2. **Quebec Association for the Prevention of Industrial Accidents.** *Annual Report for 1950 and for 1951.* Montreal, 1951-1952. 2 Volumes.

### ***Civil Service***

3. **Canada. Civil Service Commission.** *Forty-Third Annual Report . . . for the Year 1951.* Ottawa, Queen's Printer, 1952. Pp. 14.

4. **U.S. Civil Service Commission.** *Sixty-Eighth Annual Report for Fiscal Year ended June 30, 1951.* Washington, G.P.O., 1952. Pp. 93.

5. **U.S. Civil Service Commission.** *Working for the U.S.A. Applying for a Civil Service Job; what the Government expects of Federal Workers.* Washington, G.P.O., 1952. Pp. 24.

### ***Congresses and Conventions***

6. **Council of Profit Sharing Industries.** *Proceedings of the Fourth Annual Conference . . .* Book-Cadillac Hotel, Detroit, Michigan, November 12 and 13, 1951. Akron, 1952. Pp. 128.

7. **Farmer - Labour - Teacher Institute.** *Democracy in and through Our Organization.* Fifth Annual Farmer-Labour Insti-

tute, Fort Qu'Appelle, Saskatchewan, June 29 to July 2, 1951. Regina, 1951. Pp. 13.

8. **International Labour Conference.** *34th, Geneva, 1951. Record of proceedings.* Geneva, 1952. Pp. 694.

### ***Employment Management***

9. **Illinois. University. College of Commerce and Business Administration.** *Modernizing Office Procedures,* by Robert L. Peterson. Urbana, 1952. Pp. 27.

10. **Long, Joyce R.** *Labour Turnover under Full Employment.* Birmingham, Eng., Research Board, Faculty of Commerce and Social Science, The University, 1951. Pp. 134.

11. **Stokes, John Wesley.** *Employee Feeding, a Manual of Policies and Operating Procedures.* Boston, E. S. Whitten, 1951. Pp. 92.

### ***Government Ownership***

12. **Great Britain. National Coal Board.** *Annual Report and Statement of Accounts for the Year ended 31st December, 1951.* London, H.M.S.O., 1952. Pp. 243.

13. **Lewis, Ben Williams.** *British Planning and Nationalization.* New York, Twentieth Century Fund, 1952. Pp. 313.

### ***Industrial Disputes***

14. **U.S. Supreme Court.** *The Youngstown Sheet and Tube Company, et al., petitioners, v. Charles Sawyer. 744. Charles Sawyer, petitioner, v. The Youngstown Sheet and Tube Company, et al. 745. On writs of certiorari to the United States*

Court of Appeals for the District of Columbia circuit. June 2, 1952. Washington, G.P.O., 1952. 1 Volume (various pagings). This is the famous decision which reversed President Truman's order to seize the steel companies.

### **Industrial Relations**

15. **Industrial Relations Research Association.** Proceedings of the fourth annual meeting, Boston, Mass., December 28-29, 1951. Edited by L. Reed Tripp. Madison, c1952. Pp. 289.

16. **Karn, Harry Wendell.** *Readings in Industrial and Business Psychology.* Edited by Harry W. Karn and B. von Haller Gilmer. 1st ed. New York, McGraw-Hill, 1952. Pp. 471.

17. **U.S. National Mediation Board.** *Seventeenth Annual Report of the National Mediation Board including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1951.* Washington, G.P.O., 1952. Pp. 91.

18. **Werne, Benjamin.** *The National Labor Relations Act and Management's Objectives in Collective Bargaining.* New York. Practising Law Institute, c1951. Pp. 152.

### **Industry**

19. **Canada. Department of Defence Production. Economics and Statistics Branch.** *The Petroleum Industry.* Ottawa, 1952. Pp. 73.

20. **Financial Post Survey of Industrials, 1952.** Toronto, MacLean-Hunter Publishing Company Limited, 1952. Pp. 312.

21. **Joint Textbook Committee of the Paper Industry of the United States and Canada.** *Pulp and Paper Manufacture.* Prepared under the Direction of the Joint Executive Committee on Vocational Education Representing the Pulp and Paper Industry of the United States and Canada. J. Newell Stephenson, Editor-in-Chief. 1st ed. New York, McGraw-Hill, 1950. 2 Volumes. Contents.-v. 1. Preparation and Treatment of Wood Pulp.-v. 2. Preparation of Stock for Paper Making.

22. **Political and Economic Planning.** *Government and Industry; a Survey of the Relations between the Government and Privately-Owned Industry.* London, 1952. Pp. 224.

### **Labour Bureaus**

23. **Oregon. Bureau of Labor.** *Twenty-Fourth Biennial Report and Industrial Directory of the Bureau of Labor, the Wage and Hour Commission and Apprenticeship Council . . . from July 1, 1948, to July 1, 1950.* Salem, 1952. Pp. 107.

24. **U.S. Department of Labor. Wage and Hour and Public Contracts Divisions.** *Annual Report for the Fiscal Year 1949.* Washington, G.P.O., 1950. Pp. 52.

25. **Victoria. Chief Inspector of Factories and Shops.** *Report . . . for the Year ended 31st December, 1950.* Melbourne, Government Printer, 1951. Pp. 38.

### **Labour Laws and Legislation**

26. **International Association of Governmental Labor Officials.** *Labor Laws and their Administration.* Proceedings of the Thirty-Fourth Convention of the International Association of Governmental Labor Officials, Seattle, September 4-7, 1951. Washington, G.P.O., 1952. Pp. 145.

27. **U.S. Bureau of Labor Standards.** *Annual Digest of State and Federal Labor Legislation, November 1, 1950-September 15, 1951.* Washington, G.P.O., 1952. Pp. 205.

### **Labour Organization**

28. **Brotherhood of Express Employees.** *Minutes of the Fourteenth Convention, Royal York Hotel, Toronto, May 5th to May 13th, 1952.* Toronto, 1952. Pp. 84.

29. **Brotherhood of Maintenance of Way Employees.** *Pictorial History.* Detroit, 1952. 1952. Pp. 52.

30. **Halifax District Trades and Labour Council.** *Labour Journal, 1947. History of the Labour Movement.* Halifax, 1947. Pp. 110.

31. **Irish Transport and General Workers' Union.** *Annual Report for 1950 including Report of the Proceedings of the Annual Conference held 20th, 21st and 22nd June, 1951.* Dublin, 1951.

32. **Maritime Marine Workers' Federation.** *Official Labour Journal, 1951.* Halifax, 1952. Pp. 152.

33. **New Zealand Federation of Labour.** *Minutes and Report of the Fiftieth Annual Conference . . . held in the Social Hall, Trades Hall, Wellington, April 21, 22, 23 and 24, 1952.* Wellington, 1952. Pp. 36.

### **Labour Supply**

34. **Great Britain. Scottish Office.** *Industry and Employment in Scotland, 1951.* Edinburgh, H.M.S.O., 1952. Pp. 79.

35. **Political and Economic Planning.** *Manpower; a Series of studies of the Composition and Distribution of Britain's Labour-Force.* London, 1951. Pp. 102.

36. **Ropke, Wilhelm.** *The Economics of Full Employment; an Analysis of the U.N. Report on National and Interna-*



*tional Measures for Full Employment.* New York, American Enterprise Association, 1952. Pp. 36.

37. **U.S. Bureau of the Census.** *Annual Report on the Labor Force, 1951.* Washington, 1952. Pp. 31.

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38. **Galenson, Walter, ed.** *Comparative Labor Movements*, by John Clarke Adams and others. New York, Prentice-Hall, 1952. Pp. 599.

39. **Could, Jean Rosalind.** *Sidney Hillman, Great American.* Boston, Houghton Mifflin, 1952. Pp. 342.

40. **Great Britain. Parliament. House of Commons. Select Committee on Estimates.** *Fourth Report from the Select Committee on Estimates together with Minutes of Evidence taken before Sub-committee C, and Appendices.* Session 1951-52. *Training, Rehabilitation, and Resettlement.* London, H.M.S.O., 1952. Pp. 100.

### **Occupations**

41. **U.S. Bureau of Labor Statistics.** *Employment Outlook in Accounting; Fields of Employment, Training and Qualifications, Earnings and Working Conditions, Employment Trends and Outlook.* Washington, G.P.O., 1952. Pp. 32.

42. **U.S. Bureau of Labor Statistics.** *Employment Outlook in the Merchant Marine.* Washington, G.P.O., 1952. Pp. 38.

### **Older Workers**

43. **Donahue, Wilma T, ed.** *Planning the Older Years*; Edited by Wilma Donahue and Clark Tibbitts, with a Foreword by Everett Soop. Ann Arbor, University of Michigan Press, 1950. Pp. 248.

44. **Industrial Welfare Society.** *The Elderly Worker; Suggestions towards an Employment Policy, based on a Survey conducted by the I.W.S.* London, 1951. Pp. 14.

45. **Industrial Welfare Society.** *The Employment of Elderly Workers*; Report of a Survey on the Practice and Experience of 400 Member Firms of the Industrial Welfare Society. London, 1951? Pp. 95.

46. **U.S. Bureau of Labor Statistics.** *Employment and Economic Status of Older Men and Women, May 1952.* Washington, G.P.O., 1952. Pp. 58.

### **Production**

47. **American Management Association.** *New Solutions to Production Problems.* New York, 1952. Pp. 28.

48. **American Management Association.** *Operating under CMP [Controlled Materials Plans]. Problems ahead in production.* New York, 1952. Pp. 31. This pamphlet is about industrial priorities.

49. **American Management Association.** *Organizing for Defense Production. Relieving the Engineering Shortage.* New York, 1952. Pp. 42.

### **Productivity of Labour**

50. **Abruzzi, Adam.** *Work Measurement, New Principles and Procedures.* New York, Columbia University Press, 1952. Pp. 290.

51. **Anglo-American Council on Productivity.** *Food Canning.* Report of a Visit to the U.S.A. in 1951 of a Productivity Team representing the British Food Canning Industry. London, 1952. Pp. 86.

52. **Anglo-American Council on Productivity.** *Fruit and Vegetable Utilisation.* Report of a Visit to the U.S.A. in 1951 of a British Productivity Team on Fruit and Vegetable Utilisation. London, 1952. Pp. 56.

### **Public Health**

53. **U.S. Public Health Service.** *Studies on Household Sewage Disposal Systems.* Part 2. Second in a Series of Research Reports on Individual Sewage Disposal Systems, by T. W. Bendixen and others. Washington, G.P.O., 1952. Pp. 94.

### **Railways**

54. **Bureau of Railway Economics, Washington, D.C.** *Railroad Transportation, a Statistical Record, 1911-1947, and 1911-1949.* Washington, 1948 and 1950. 2 Volumes.

55. **Bureau of Railway Economics, Washington, D.C.** *A Review of Railway Operations in 1950.* Washington, 1951. Pp. 55.

56. **Bureau of Railway Economics, Washington, D.C.** *A Review of Railway Operations in 1951.* Washington, 1952. Pp. 51.

### **Research, Industrial**

57. **Great Britain. Advisory Council on Scientific Policy.** *Fifth Annual Report . . . (1951-1952).* London, H.M.S.O., 1952. Pp. 12.

58. **National Bureau of Economic Research.** *Looking Forward*, by Arthur F. Burns. Thirty-First Annual Report. New York, 1951. Pp. 60.

### **Social Security**

59. **Great Britain. Ministry of National Insurance.** *Family Allowances and*



*National Insurance Bill, 1952.* Memorandum by the Minister of National Insurance. London, H.M.S.O., 1952. Pp. 4.

**60. International Labour Office.** *Minimum Standards of Social Security.* Fifth Item on The Agenda. Geneva, 1951-1952. 2 Volumes. At the head of title: Report V (a) (1)-(2) International Labour Conference. Thirty-fifth session, 1952.

**61. International Labour Office.** *Objectives and Advanced Standards of Social Security.* Fifth Item on The Agenda. Geneva, 1952. Pp. 164. At head of title: Report V (b). International Labour Conference. Thirty-fifth session, Geneva, 1952.

#### ***Wages and Hours***

**62. Congress of Industrial Organizations. Department of Education and Research.** *Wage Policy in Our Expanding Economy.* Washington, 1952. Pp. 60.

**63. Editorial Research Reports.** *Fringe Benefits and Wage Stabilization*, by Michael Marsh. Washington, 1951. Pp. 789-805.

**64. Textile Workers Union of America.** *The Financial Roots of the Current Textile Situation*; a Survey of 1950 Financial Returns of Textile Companies. New York, 1951. 1 Volume.

**65. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Denver, Colorado*, November 1951. Washington, G.P.O., 1952. Pp. 23.

**66. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Indianapolis, Indiana*, December 1951. Washington, G.P.O., 1952. Pp. 27.

**67. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Memphis, Tennessee*, November 1951. Washington, G.P.O., 1952. Pp. 20.

**68. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Minneapolis-St. Paul, Minnesota*, November 1951. Washington, G.P.O., 1952. Pp. 34.

**69. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Newark-Jersey City, New Jersey*, November 1951. Washington, G.P.O., 1952. Pp. 34.

**70. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Oklahoma City, Oklahoma*, October 1951. Washington, G.P.O., 1952. Pp. 19.

**71. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Philadelphia, Pennsylvania*, October 1951. Washington, G.P.O., 1952. Pp. 39.

**72. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Pittsburgh, Pennsylvania*, November 1951. Washington, G.P.O., 1952. Pp. 29.

**73. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Providence, Rhode Island*, December 1951. Washington, G.P.O., 1952. Pp. 26.

**74. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Salt Lake City, Utah*, December 1951. Washington, G.P.O., 1952. Pp. 19.

**75. U.S. Bureau of Labor Statistics.** *Occupational Wage Survey, Scranton, Pennsylvania*, December 1951. Washington, G.P.O., 1952. Pp. 17.

#### ***Workmen's Compensation***

**76. Great Britain. Industrial Injuries Advisory Council.** *National Insurance (Industrial Injuries) Act, 1946.* Time Limits; Report of the Industrial Injuries Advisory Council in Accordance with Section 61 of the National Insurance (Industrial Injuries) Act, 1946 on the Time Limits for Claiming and Obtaining Payment of Benefits under the Act. London, H.M.S.O., 1952. Pp. 12.

**77. Prince Edward Island. Workmen's Compensation Board.** *Report . . . for the Period ending December 31st, 1951.* Charlottetown, 1952. 1 Volume (unpaged).

**78. U.S. Bureau of Employees' Compensation.** *Annual Report . . . for Fiscal Year ending June 30, 1950.* Washington, G.P.O., 1951. Pp. 24.

#### ***Youth—Employment***

**79. International Labour Office.** *Protection of Young Workers employed Underground in Coal Mines.* Ninth Item on the Agenda. Geneva, 1951-1952. 2 Volumes. At head of title: Report IX (1)-(2) International Labour Conference. Thirty-Fifth Session, Geneva, 1952.

**80. National Conference of Apprenticeship in Trades and Industries. 1st, Ottawa, 1952.** *Proceedings of the First National Conference on Apprenticeship in Trades and Industries, held at Ottawa, May 19th, 20th, and 21st, 1952 under the Auspices of the Department of Labour.* Ottawa, Canada. Department of Labour. 1952. Pp. 126.

#### ***Miscellaneous***

**81. Canada. Bureau of Statistics.** *Census of the Prairie Provinces, 1946.* Ottawa, 1949-1951. 4 Volumes. Contents.—v. 1. Population,—v. 2. Occupations, industries, earnings, employment, and unemployment.—v. 3. Housing and families.—v. 4. Agriculture.

**82. Canada. Department of Citizenship and Immigration.** *Report . . . for the Fiscal Year ended March 31, 1951.* Ottawa, Queen's Printer, 1951. Pp. 90.

# Labour Statistics

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	1265
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-1—Distribution of Immigrants as Adult Males, Adult Females, and Children.....	1266
Table A-2—Distribution of all Immigrants by Region.....	1266
Table A-3—Distribution of Immigrants by Occupation.....	1267
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1267
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics, Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1268
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1268
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1269
<i>Dominion Bureau of Statistics; Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1270
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1270
Table C-6—Hours and Earnings by Industry.....	1271
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1272
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1272
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1273
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1274
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	1274
Table D-5—Activities of National Employment Service Offices.....	1275
Table D-6—Applications and Placements Since 1942.....	1277
Table D-7—Vacancies and Placements of National Employment Service Offices (Quarterly).....	1278
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1280
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1280
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1281
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1281
Table E-5—Estimates of the Insured Population.....	1282
Table E-6—Unemployment Insurance Fund.....	1283
Table E-7—Claims for Benefit Since 1942.....	1282
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	1284
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1285
Table F-3—Index Numbers of Staple Food Items.....	1285
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1286
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1290
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1291
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1292
Table G-2—Strikes and Lockouts in Canada During July.....	1293



TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	July	June	June	June	June	June
<b>Total Population</b> .....000		14,430	14,009	13,845	11,975	11,267
<b>Labour Force</b> —						
Civilian labour force (1).....000		5,179	5,114	*	*	*
Persons with jobs.....000		4,967	4,944	*	*	*
Male.....000		3,872	3,857	*	*	*
Female.....000		1,095	1,087	*	*	*
Paid workers.....000		3,725	3,628	*	*	*
Without jobs and seeking work.....000		212	170	*	*	*
Index of employment (1939=100).....000		182.2	180.3	166.0	*	*
Immigration.....No.		15,969	19,429	6,939	857	2,266
Adult males.....No.		6,398	9,638	2,899	237	667
<b>Earnings and Hours</b> —						
Total labour income.....\$000,000			821	698	*	*
Per capita weekly earnings.....\$		54.09	49.34	44.51	*	*
Average hourly earnings, mfg.....¢		129.7	115.9	103.5	*	*
Average hours worked per week, mfg.....		41.4	41.9	42.0	*	*
Real weekly earnings, mfg. (2).....		118.7	109.2	108.7	*	*
<b>National Employment Service</b> —						
Live Applications for employment						
(1st of month) (3).....000	196.3	224.8	151.1	254.4	62.6	*
Unfilled vacancies (1st of month) (3).....000	40.2	45.2	66.1	41.4	217.3	*
Placements, weekly average.....000		21.6	21.4	18.6	*	*
<b>Unemployment Insurance</b> —						
Ordinary live claims (1st of month).....000	122.7	143.5	88.9	146.5	7.3	*
Balance in fund.....\$000,000	809.4	799.3	695.9	585.8	209.7	*
<b>Price Indexes</b> —						
General wholesale (4).....	225.5	226.5	243.0	209.2	*	*
Cost-of-living index (4).....	188.0	187.3	184.1	165.4	119.0	100.5
Residential building materials (4).....	284.3	284.0	289.2	238.3	*	*
<b>Production</b> —						
Industrial production index (4).....		218.0	218.8	205.3	200.7	108.3
Mineral production index (4).....		182.1	174.0	147.6	101.6	124.6
Manufacturing index (4).....		222.1	225.9	215.3	222.4	105.4
Pig iron.....000 tons			213.2	198.5	161.9	52.8
Steel ingots and castings.....000 tons			293.5	276.4	240.8	107.9
Inspected slaughtering, cattle.....000		115.8	108.9	95.4	89.4	66.3
hogs.....000		425.8	323.3	344.7	682.9	220.2
Flour production.....000,000 bbls.			2.10	1.65	1.87	1.19
Newsprint (3).....000 tons			464.3	441.0	246.9	240.5
Cement producers' shipments.....000,000 bbls.			1.68	1.85	(6) 1.00	(6) 0.73
Automobiles and trucks.....000			36.2	41.4	14.3	14.5
Gold.....000 fine oz.			362.6	368.3	240.7	436.5
Copper.....000 tons	20.2	22.6	20.4	23.5	27.3	27.3
Lead.....000 tons		13.8	14.5	9.9	16.4	16.4
Nickel.....000 tons		12.5	11.8	10.8	10.2	10.1
Zinc.....000 tons			27.1	26.7	20.7	18.3
Coal.....000 tons		1,190	1,303	1,363	1,234	1,091
Crude petroleum.....000,000 bbls.			4.76	2.18	0.82	0.82
Electric power.....000,000 k.w.h.		4,986	4,709	4,313	3,326	2,246
<b>Construction</b> —						
Contracts awarded.....\$000,000	139.4	203.9	382.3	164.7	37.3	25.2
Dwelling units started.....000			9.5	12.1	*	*
completed.....000			6.6	6.5	*	*
under construction.....000			58.6	63.6	*	*
<b>Distribution</b> —						
Wholesale sales index, unadjusted (4).....		369.2	357.3	*	*	*
Retail trade.....\$000,000		978.3	940.2	850.9	*	*
Imports, excluding gold.....\$000,000		324.4	360.4	282.5	152.5	63.7
Exports, excluding gold.....\$000,000	371.0	374.8	312.5	289.2	343.2	76.4
<b>Railways</b> —						
Revenue freight, ton miles.....000,000			5,456	4,442	5,457	1,819
cars loaded.....000		347.4	370.0	354.2	316.0	194.5
<b>Banking and Finance</b> —						
Common stocks, index (4).....		178.3	160.7	130.9	83.7	88.4
Preferred stocks, index (4).....			162.2	158.2	122.2	98.8
Bond yields, Dominion, index (4).....	117.1	114.0	105.3	90.2	97.0	95.7
Cheques cashed, individual accounts.....\$000,000	10,945	10,525	9,500	10,045	5,219	2,831
Bank loans, current public.....\$000,000		2,892	2,898	2,293	1,061	822
Money supply.....\$000,000		4,870	4,750	4,525	(7) 3,153	(5) 1,370
Circulating media in hands of public.....\$000,000		1,307	1,255	1,196	910	(5) 281
Deposits.....\$000,000		3,563	3,495	3,329	(8) 2,163	(5) 1,089

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

\* Comparable statistics are not available.

(1) Labour Force Survey figures given are as at March 1, 1952 and March 3, 1951. Estimates are based on the 1951 census. Detailed figures will be found in tables A-4—A-7 of the July issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.



## A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES AND CHILDREN**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,634	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676
1952—				
January.....	6,453	3,958	2,720	13,131
February.....	4,666	3,306	2,997	10,969
March.....	8,751	5,307	4,585	18,643
April.....	9,097	5,554	4,846	19,497
May.....	8,819	5,639	5,390	19,848
June.....	6,398	5,028	4,543	15,969

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,760	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676
1952—						
January.....	353	3,660	6,701	1,334	1,083	13,131
February.....	259	2,120	6,110	1,523	957	10,969
March.....	406	4,209	10,338	2,257	1,433	18,643
April.....	526	4,140	10,584	2,540	1,707	19,497
May.....	521	4,044	10,537	3,019	1,727	19,848
June.....	564	2,990	8,202	2,670	1,543	15,969

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domes- tics	Others	Total Workers
1951—									
June.....	3,534	2,539	3,192	511	359	274	521	552	11,482
July.....	2,556	3,279	3,412	523	334	287	499	528	11,418
August.....	2,333	3,039	3,050	436	465	245	379	487	10,434
September.....	1,461	2,395	2,605	417	415	222	381	431	8,327
October.....	2,317	3,977	4,728	569	444	274	805	545	13,659
November.....	2,019	3,878	5,209	632	424	311	748	515	13,736
December.....	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January.....	1,164	2,572	2,135	473	501	245	732	112	7,934
February.....	1,239	1,540	1,552	390	385	192	383	96	5,777
March.....	2,240	2,928	3,120	657	527	309	606	165	10,552
April.....	2,318	2,904	3,313	768	612	352	634	228	11,129
May.....	2,611	2,635	2,789	795	660	409	577	192	10,668
June.....	1,979	1,602	2,086	707	630	347	566	126	8,043

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communica- tion, Storage Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1933—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—July.....	50	211	53	170	143	21	653
1950—June.....	54	228	56	179	159	22	698
*1951—January.....	59	252	47	187	160	25	730
February.....	59	254	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	71	219	179	29	857
December.....	73	268	55	225	188	28	837
*1952—January.....	71	281	59	212	181	29	823
February.....	74	287	59	212	186	28	846
March.....	70	292	61	214	187	28	852
April.....	60	294	66	218	187	29	854
May.....	65	295	72	222	193	29	876

\*Includes Newfoundland.

# C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES**

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,372,366.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1951	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Apr. 1, 1951	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951	186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951	186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.2	190.8	151.2	177.9	170.3	191.4	176.6	156.7	214.1	195.0
Percentage Distribution of Employees of Reporting Establishments at June 1, 1952.	100.0	0.2	3.6	2.6	29.1	42.7	5.3	2.4	4.8	9.3

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

**TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1939=100). (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers				Index Numbers			
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	Average Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	Average Wages and Salaries
				\$				\$
1939—Average	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Jan. 1, 1951	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Apr. 1, 1951	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951	186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.89
Dec. 1, 1951	186.6	416.7	223.6	52.41	189.1	451.8	238.9	54.44
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.2	419.8	230.8	54.09	190.6	469.7	246.3	56.13

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services.)



**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

Source: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	June 1 1952	May 1 1952	June 1 1951	June 1 1952	May 1 1952	June 1 1951	June 1 1952	May 1 1952	June 1 1951
							\$	\$	\$
<b>(a) PROVINCES</b>									
Prince Edward Island.....	190.8	175.6	178.1	406.4	364.6	338.9	42.40	41.32	37.87
Nova Scotia.....	151.2	146.2	149.4	325.8	324.9	293.7	46.15	47.62	42.15
New Brunswick.....	177.9	167.4	171.6	392.8	383.8	357.2	44.80	46.53	42.09
Quebec.....	170.3	164.2	167.9	411.8	401.0	372.0	51.48	52.00	47.16
Ontario.....	191.4	188.3	191.9	438.0	432.3	402.3	56.10	56.27	51.34
Manitoba.....	176.6	170.9	172.6	357.5	342.6	324.7	52.07	51.57	48.42
Saskatchewan.....	156.7	147.3	149.8	330.0	307.8	288.1	51.05	50.66	46.62
Alberta.....	214.1	207.0	202.5	464.7	441.6	395.9	55.22	54.27	49.74
British Columbia.....	195.0	192.7	192.3	452.3	444.5	390.9	60.29	59.97	52.82
<b>CANADA.....</b>	<b>182.2</b>	<b>177.4</b>	<b>180.3</b>	<b>419.8</b>	<b>410.6</b>	<b>379.0</b>	<b>54.09</b>	<b>54.34</b>	<b>49.34</b>
<b>(b) METROPOLITAN AREAS</b>									
Sydney.....	112.3	111.7	107.6	293.0	294.9	251.7	58.32	59.01	52.29
Halifax.....	201.0	209.9	198.6	374.9	399.9	329.6	43.68	44.62	38.87
Saint John.....	175.0	170.6	163.3	342.1	342.5	289.6	41.87	43.02	38.03
Quebec.....	156.5	153.8	152.0	367.6	359.8	333.0	43.78	43.60	40.77
Sherbrooke.....	171.0	170.4	180.4	392.9	392.9	383.6	44.59	44.74	41.26
Three Rivers.....	178.3	171.1	184.6	446.8	422.5	454.5	50.14	49.40	49.80
Drummondville.....	178.0	184.7	210.7	440.2	460.5	504.4	47.35	47.73	45.75
Montreal.....	180.0	177.7	174.6	413.0	409.8	361.6	52.44	52.73	47.31
Ottawa—Hull.....	188.0	187.1	190.4	396.8	391.1	372.6	48.90	48.42	45.32
Peterborough.....	197.9	196.1	204.8	540.6	538.3	517.7	57.72	57.98	53.21
Oshawa.....	254.4	251.3	276.2	699.7	675.0	702.6	65.05	63.53	60.18
Niagara Falls.....	274.6	269.5	240.6	708.4	701.7	525.8	62.18	62.75	52.64
St. Catharines.....	242.4	238.1	238.9	636.9	622.1	585.6	64.46	64.12	60.12
Toronto.....	197.3	196.0	196.2	445.4	439.6	401.8	57.03	56.66	51.37
Hamilton.....	204.9	202.5	208.6	506.3	490.0	468.8	59.83	58.59	54.45
Brantford.....	210.2	211.4	207.8	586.4	588.8	503.2	57.94	57.83	50.34
Galt.....	152.4	152.9	157.4	381.0	376.7	351.2	51.30	50.55	45.67
Kitchener.....	170.9	170.6	183.3	418.0	416.0	409.4	51.95	51.81	47.42
Sudbury.....	177.4	174.2	165.2	394.4	389.0	325.0	66.78	67.09	59.23
London.....	191.9	189.1	197.2	425.1	416.0	404.8	52.46	52.09	48.59
Sarnia.....	319.4	311.6	307.0	765.3	756.7	645.1	66.41	67.32	67.65
Sault Ste. Marie.....	218.1	234.1	237.3	431.1	554.8	493.1	55.11	66.07	57.97
Ft. William—Pt. Arthur.....	246.0	238.2	217.1	596.4	575.3	462.0	64.44	64.20	56.63
Winnipeg.....	237.4	226.2	207.7	539.5	505.5	419.7	57.77	56.81	51.36
Regina.....	174.0	171.3	172.5	351.7	343.2	319.4	49.30	48.87	45.18
Saskatoon.....	168.2	164.6	165.7	355.5	344.7	322.3	47.87	47.42	43.96
Edmonton.....	194.8	189.0	188.6	413.1	396.9	360.6	47.08	46.60	42.44
Calgary.....	264.5	257.2	258.2	598.5	562.9	518.2	52.10	51.48	47.17
Vancouver.....	224.2	219.8	208.9	462.2	451.6	384.1	53.06	52.88	47.45
Victoria.....	203.0	202.4	204.8	458.3	455.0	403.9	56.60	56.37	49.41
	221.2	223.7	222.2	510.8	501.6	452.1	55.35	53.74	48.80
<b>(c) INDUSTRIES</b>									
Forestry (chiefly logging).....	160.0	123.1	188.6	491.2	400.8	539.8	53.15	56.38	49.54
Mining.....	124.3	122.4	116.4	282.1	276.1	238.3	65.46	65.09	58.74
Manufacturing.....	190.6	188.7	192.0	469.7	468.4	429.0	56.13	56.55	50.90
Durable Goods <sup>1</sup> .....	246.1	243.3	240.9	606.8	608.2	537.6	59.90	60.73	54.20
Non-durable Goods.....	154.9	153.5	160.2	371.2	368.0	350.1	52.27	52.28	47.67
Construction.....	190.9	174.2	182.7	558.0	512.9	459.3	54.94	55.35	47.15
Transportation, storage, communi- cation.....	186.3	181.1	176.5	367.6	358.9	331.2	56.44	56.70	53.72
Public utility operation.....	193.6	188.4	190.9	407.9	395.6	359.2	62.07	61.82	55.57
Trade.....	174.3	173.2	172.8	370.2	363.9	338.4	46.41	45.91	42.77
Finance, insurance and real estate.....	179.0	178.3	171.0	305.4	304.3	272.0	49.62	49.65	46.23
Service <sup>2</sup> .....	188.6	183.7	180.9	384.5	376.1	350.4	34.07	34.22	31.77
Industrial composite.....	182.2	177.4	180.3	419.8	410.6	379.0	54.09	54.34	49.34

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding		Average Hours			Average Hourly Earnings		
		All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
		no.	no.	no.	cts.	cts.	cts.
June 1, 1945		44.3	44.7	43.9	70.3	77.5	61.4
June 1, 1946		42.0	42.1	41.9	69.1	75.1	63.3
June 1, 1947		42.9	43.0	42.7	79.9	86.2	73.4
June 1, 1948		41.7	41.6	41.7	91.4	98.4	84.4
June 1, 1949		40.8	41.1	40.5	99.1	106.5	91.5
June 1, 1950		42.0	42.2	41.7	103.5	111.4	95.5
*Jan. 1, 1951		40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951		42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951		42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951		42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951		42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951		41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951		41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951		41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951		41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951		41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951		41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951		41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952		38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1952		41.6	41.9	41.2	127.1	137.5	115.7
Mar. 1, 1952		41.7	41.8	41.5	127.8	138.4	116.0
Apr. 1, 1952		42.1	42.3	41.8	129.0	139.6	116.9
May 1, 1952		41.9	42.1	41.6	129.4	139.5	117.8
June 1, 1952		41.4	41.4	41.3	129.7	139.6	118.4

\* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1952	May 1, 1952	June 1, 1951	June 1, 1952	May 1, 1952	June 1, 1951
Newfoundland	44.7	43.0	45.7	125.3	124.6	107.2
Nova Scotia	41.4	42.6	43.2	115.0	115.4	100.2
New Brunswick	42.6	43.7	43.5	111.6	114.3	101.5
Quebec	42.8	43.5	43.6	116.0	115.2	103.4
Ontario	40.6	41.2	41.2	137.5	137.6	123.6
Manitoba	41.0	40.9	41.8	122.7	121.6	110.6
Saskatchewan	42.0	41.1	41.7	128.7	129.2	117.1
Alberta	40.7	40.4	41.7	130.8	130.3	114.9
British Columbia	39.0	38.6	37.4	158.3	157.8	138.0
Montreal	41.9	42.7	41.6	121.1	120.5	108.1
Toronto	40.8	40.7	40.2	136.3	136.1	122.0
Hamilton	40.1	39.8	40.8	151.0	148.2	136.1
Windsor	31.7	42.2	39.8	161.6	159.3	144.4
Winnipeg	40.7	40.6	41.4	120.9	120.1	109.1
Vancouver	38.7	38.0	36.8	156.7	154.9	135.3

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1952	May 1 1952	June 1 1951	June 1 1952	May 1 1952	June 1 1951	June 1 1952	May 1 1952	June 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b>	<b>42.4</b>	<b>42.4</b>	<b>43.0</b>	<b>147.4</b>	<b>147.3</b>	<b>131.6</b>	<b>62.50</b>	<b>62.46</b>	<b>56.59</b>
Metal mining	43.7	44.2	43.3	147.8	147.7	132.0	64.59	65.28	58.48
Gold	45.8	46.0	46.2	130.8	130.8	121.3	59.91	60.17	56.04
Other metal	42.3	43.1	42.8	160.1	159.8	140.9	67.72	68.87	60.31
Fuels	39.9	38.7	38.9	153.5	152.5	138.7	61.25	59.02	53.95
Coal	38.8	37.7	38.0	150.6	149.7	137.3	58.43	56.44	52.17
Oil and natural gas	44.1	42.7	42.8	162.9	162.9	144.2	71.84	69.56	61.72
Non-metal	42.3	42.7	47.0	133.9	135.5	116.7	56.64	57.86	54.85
<b>Manufacturing</b>	<b>41.4</b>	<b>41.9</b>	<b>41.9</b>	<b>129.7</b>	<b>129.4</b>	<b>115.9</b>	<b>53.70</b>	<b>54.22</b>	<b>48.56</b>
Food and beverages	42.5	42.5	42.3	110.6	111.1	100.4	47.01	47.22	42.47
Meat products	42.1	42.7	41.9	136.1	139.4	128.0	57.30	59.52	53.63
Canned and preserved fruits and vegetables	37.9	39.8	38.2	92.5	94.0	85.2	35.06	37.41	32.55
Grain mill products	45.7	44.3	45.3	119.5	121.4	109.3	54.61	53.78	49.51
Bread and other bakery products	44.8	44.5	45.0	97.1	97.5	89.5	43.50	43.39	40.28
Distilled and malt liquors	41.7	41.3	41.4	138.6	138.2	118.9	57.80	57.08	49.22
Tobacco and tobacco products	41.8	41.2	40.9	128.7	128.0	110.5	53.80	52.74	45.19
Rubber products	40.5	41.2	41.4	135.5	135.6	123.5	54.88	55.87	51.13
Leather products	39.5	41.0	37.7	92.1	90.7	86.2	36.38	37.19	32.50
Boots and shoes (except rubbers)	39.1	41.1	37.6	89.1	87.6	83.2	34.84	36.00	31.28
Textile products (except clothing)	40.6	41.0	41.8	104.6	103.6	96.3	42.47	42.48	40.25
Cotton yarn and broad woven goods	36.8	36.8	41.2	103.8	102.6	100.8	38.20	37.76	41.53
Woolen goods	42.8	42.8	41.7	99.7	100.4	90.6	42.67	42.97	37.78
Rayon, nylon and silk textiles	43.3	44.4	44.2	109.0	106.5	95.5	47.20	47.29	42.21
Clothing (textile and fur)	38.0	38.9	37.1	91.1	91.0	85.8	34.62	35.40	31.83
Men's clothing	38.4	39.5	37.1	89.1	88.5	85.1	34.21	34.96	31.57
Women's clothing	35.8	37.4	33.8	94.0	95.6	87.2	33.65	35.75	29.47
Knit goods	38.5	38.9	39.3	93.9	93.3	84.8	36.15	36.29	33.33
*Wood products	41.7	41.6	41.0	117.2	117.2	105.0	48.87	48.76	43.05
Saw and planing mills	41.0	40.7	40.4	126.1	127.0	112.0	51.70	51.69	45.25
Furniture	42.7	42.9	41.6	104.5	103.8	96.8	44.62	44.53	40.27
Other wood products	43.3	43.3	43.0	98.6	98.7	87.5	42.69	42.74	37.63
Paper products	44.4	44.3	46.7	142.0	142.0	128.2	63.05	62.91	59.87
Pulp and paper mills	45.3	45.5	48.4	150.0	150.4	136.7	67.95	68.43	66.16
Other paper products	41.5	40.5	41.9	114.2	112.6	100.3	47.39	45.60	42.03
Printing, publishing and allied industries	39.8	39.8	40.2	148.9	144.4	132.9	59.26	58.67	53.43
*Iron and steel products	42.2	42.2	42.2	145.3	147.3	128.8	61.32	60.89	54.35
Agricultural implements	41.2	40.3	41.0	161.6	160.9	146.5	66.58	64.81	60.07
Fabricated and structural steel	42.3	43.0	41.0	150.8	148.5	130.5	63.79	63.86	53.51
Hardware and tools	42.4	42.3	42.2	130.8	129.8	114.3	55.46	54.91	48.23
Heating and cooking appliances	42.3	42.3	40.3	126.8	126.8	118.3	53.64	53.30	47.67
Iron castings	42.4	42.6	43.4	141.8	141.2	129.6	60.12	60.15	56.25
Machinery manufacturing	43.1	43.6	42.8	135.9	135.3	121.7	58.57	59.43	52.09
Primary iron and steel	41.9	41.7	43.1	158.6	155.9	137.7	66.45	65.01	59.35
Sheet metal products	40.7	41.0	40.6	134.5	133.6	120.5	54.74	54.78	48.92
*Transportation equipment	39.8	42.4	42.4	145.7	146.3	130.0	57.99	62.03	55.12
Aircraft and parts	43.7	44.7	40.7	146.3	146.7	126.1	63.93	65.57	51.32
Motor vehicles	32.2	42.5	41.1	164.9	160.8	146.9	53.10	68.34	60.38
Motor vehicle parts and accessories	41.0	41.9	42.3	152.1	151.8	134.0	62.36	63.60	56.68
Railroad and rolling stock equipment	39.8	40.4	44.4	140.9	141.7	121.9	56.08	57.25	54.12
Shipbuilding and repairing	43.1	44.4	41.7	135.2	134.8	120.4	58.27	59.85	50.21
*Non-ferrous metal products	41.3	41.6	42.7	145.0	145.1	122.3	59.89	60.36	52.22
Aluminum products	43.3	42.4	42.5	130.4	131.3	110.8	56.46	55.67	47.09
Brass and copper products	42.5	42.4	42.9	135.7	135.6	121.1	57.67	57.49	51.95
Smelting and refining	40.7	41.4	43.6	158.2	158.3	130.7	64.39	65.54	56.99
*Electrical apparatus and supplies	41.2	41.0	40.8	140.6	138.1	128.2	57.93	56.62	52.31
Heavy electrical machinery and equipment	41.1	41.0	41.1	156.2	157.3	147.9	64.20	64.49	60.79
*Non-metallic mineral products	44.8	43.9	44.9	127.8	126.3	114.7	57.25	55.45	51.50
Clay products	45.6	44.7	45.4	121.2	119.8	109.6	55.27	53.55	49.76
Glass and glass products	45.7	45.1	44.7	123.7	122.0	111.6	56.53	55.02	49.89
Products of petroleum and coal	41.8	42.0	41.0	175.4	169.3	152.0	73.32	71.11	62.32
Chemical products	42.4	42.4	43.0	132.0	132.2	116.9	55.97	56.05	50.27
Medicinal and pharmaceutical preparations	41.2	41.1	41.5	106.1	105.6	95.3	43.71	43.40	39.55
Acids, alkalis and salts	42.3	41.7	44.5	152.1	152.7	131.4	64.34	63.68	58.47
Miscellaneous manufacturing industries	41.3	41.7	41.0	104.6	104.1	97.6	43.20	43.41	40.02
*Durable goods	41.4	42.1	42.1	139.6	139.5	123.8	57.79	58.73	52.12
Non-durable goods	41.3	41.6	41.6	118.4	117.8	107.2	48.90	49.00	44.60
<b>Construction</b>	<b>41.9</b>	<b>41.6</b>	<b>39.6</b>	<b>130.5</b>	<b>132.1</b>	<b>116.2</b>	<b>54.68</b>	<b>54.95</b>	<b>46.02</b>
Buildings and structures	41.4	41.9	38.7	142.3	142.4	125.9	58.91	59.67	48.72
Highways, bridges and streets	42.1	40.1	41.2	103.9	104.3	95.4	43.74	41.82	39.30
<b>Electric and motor transportation</b>	<b>44.7</b>	<b>45.3</b>	<b>44.4</b>	<b>129.3</b>	<b>127.7</b>	<b>116.5</b>	<b>57.80</b>	<b>57.85</b>	<b>51.73</b>
<b>Service</b>	<b>42.9</b>	<b>42.8</b>	<b>42.5</b>	<b>73.7</b>	<b>74.2</b>	<b>69.3</b>	<b>31.62</b>	<b>31.76</b>	<b>29.45</b>
Hotels and restaurants	43.9	43.5	43.4	72.7	73.6	68.8	31.92	32.02	29.86
Laundries and dry cleaning plants	41.5	42.2	41.1	71.9	71.6	67.3	29.84	30.22	27.66

\* Durable manufactured goods industries.



**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the  
Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Monthly Average 1951.....	42.1	116.8	49.15	164.5	149.3	110.2
Week Preceding:						
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7*	127.1	53.01*	177.5	154.9	114.6
February 1, 1952.....	41.6	127.1	52.87	177.0	154.4	114.6
March 1, 1952.....	41.7	127.8	53.29	178.4	153.0	116.6
April 1, 1952.....	42.1	129.0	54.31	181.8	152.7	119.1
May 1, 1952.....	41.7*	129.4	53.96*	180.6	151.1	119.5
June 1, 1952(1).....	41.4	129.7	53.70	179.8	151.5	118.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38.1 hours, \$48.43, May 1, 1952, 41.9 hours, \$54.22.

(1) Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1946.....	64,452	43,040	107,492	125,855	34,485	160,340
August 1, 1947.....	58,862	31,219	90,081	69,314	29,577	98,891
August 1, 1948.....	30,499	19,709	50,208	63,558	32,715	96,273
August 1, 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
October 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
January 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
February 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952(1).....	23,413	17,212	40,625	118,318	57,396	175,714

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 3, 1952**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From			
				May 29 1952	June 28 1951		
<b>Agriculture, fishing, trapping</b> .....	<b>1,558</b>	<b>564</b>	<b>2,122</b>	—	<b>12</b>	—	<b>1,074</b>
<b>Logging</b> .....	<b>2,069</b>	<b>11</b>	<b>2,080</b>	—	<b>4,656</b>	—	<b>12,413</b>
Pulpwood.....	1,851	7	1,858	—	395	—	11,615
Lumber.....	197	4	201	—	78	—	746
Other logging.....	21	.....	21	—	23	—	52
<b>Mining</b> .....	<b>949</b>	<b>29</b>	<b>978</b>	+	<b>124</b>	—	<b>1,205</b>
Coal.....	166	.....	166	+	41	—	74
Metallic ores—							
Iron.....	127	5	132	+	11	—	207
Gold.....	264	1	265	+	62	—	233
Nickel.....	136	4	140	+	12	—	601
Other metallic ores and non-metallic minerals.....	207	3	210	+	36	—	71
Prospecting and oil producing.....	49	16	65	—	38	—	19
<b>Manufacturing</b> .....	<b>5,034</b>	<b>3,456</b>	<b>8,490</b>	—	<b>1,011</b>	—	<b>3,305</b>
Food and kindred products (inc. tobacco).....	872	406	1,278	—	647	—	220
Textiles, apparel, etc.....	294	1,948	2,242	+	124	+	627
Lumber and finished lumber products.....	447	63	510	—	363	—	485
Pulp and paper products (inc. printing).....	243	190	433	—	16	—	270
Chemicals and allied products.....	137	76	213	—	62	—	91
Petroleum and coal products.....	24	6	30	—	7	—	20
Rubber products.....	39	38	77	+	3	—	13
Leather and leather products.....	84	203	287	+	24	+	54
Stone, clay and glass products.....	144	27	171	—	10	—	100
Iron and steel and products.....	669	55	724	+	200	—	825
Non-ferrous metals and products.....	209	49	258	—	57	—	793
Machinery.....	565	53	618	+	23	—	435
Electrical equipment and products.....	178	119	297	—	26	—	124
Transportation equipment and other manufacturing.....	1,129	223	1,352	—	197	—	610
<b>Construction</b> .....	<b>5,100</b>	<b>85</b>	<b>5,185</b>	—	<b>882</b>	+	<b>179</b>
<b>Transportation and storage</b> .....	<b>1,118</b>	<b>171</b>	<b>1,289</b>	—	<b>345</b>	—	<b>1,093</b>
<b>Communications, and other public utilities</b> .....	<b>157</b>	<b>188</b>	<b>345</b>	—	<b>83</b>	—	<b>229</b>
<b>Trade</b> .....	<b>2,305</b>	<b>2,148</b>	<b>4,453</b>	—	<b>998</b>	—	<b>837</b>
Wholesale.....	837	461	1,298	—	194	—	130
Retail.....	1,468	1,687	3,155	—	804	—	707
<b>Finance, insurance, real estate</b> .....	<b>745</b>	<b>582</b>	<b>1,327</b>	—	<b>335</b>	—	<b>513</b>
<b>Services</b> .....	<b>3,737</b>	<b>10,451</b>	<b>14,188</b>	—	<b>670</b>	—	<b>1,011</b>
Public.....	994	492	1,486	—	136	—	916
Domestic.....	78	3,672	3,750	—	619	+	299
Personal.....	1,687	5,944	7,631	+	228	—	97
Other service.....	978	343	1,321	—	143	—	297
<b>All Industries</b> .....	<b>22,772</b>	<b>17,685</b>	<b>40,457</b>	—	<b>4,708</b>	—	<b>21,501</b>

Preliminary—subject to revision.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JULY 3, 1952 <sup>(1)</sup>**

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,538	1,586	3,124	4,059	1,047	5,106
Clerical workers.....	1,463	3,127	4,590	7,281	15,127	22,408
Sales workers.....	1,527	1,176	2,703	3,068	8,035	11,103
Personal and domestic service workers...	1,412	8,118	9,530	11,616	9,672	21,288
Seamen.....	64	1	65	1,249	7	1,256
Agriculture and fishing.....	1,860	275	2,135	992	479	1,471
Skilled and semiskilled workers.....	10,128	2,513	12,641	51,531	14,253	65,784
Food and kindred products (inc. tobacco).....	175	131	306	699	597	1,296
Textiles, clothing, etc.....	169	1,746	1,915	2,859	8,721	11,580
Lumber and wood products.....	1,896	.....	1,896	7,599	89	7,688
Pulp, paper (inc. printing).....	43	26	69	874	526	1,400
Leather and leather products.....	69	149	218	745	694	1,439
Stone, clay and glass products.....	6	1	7	169	40	209
Metalworking.....	1,970	16	1,986	4,855	535	5,390
Electrical.....	169	30	199	1,090	539	1,629
Transportation equipment.....	97	.....	97	241	97	338
Mining.....	329	.....	329	993	.....	993
Construction.....	1,983	.....	1,983	12,456	4	12,460
Transportation (except seamen).....	866	21	887	7,062	39	7,101
Communications and public utility.....	60	5	65	242	3	245
Trade and service.....	298	290	588	1,342	857	2,199
Other skilled and semiskilled.....	1,719	77	1,796	6,564	1,254	7,818
Foremen.....	101	7	108	1,463	180	1,643
Apprentices.....	178	14	192	2,278	78	2,356
Unskilled workers.....	4,780	883	5,663	54,598	13,246	67,844
Food and tobacco.....	80	153	233	1,083	2,763	3,846
Lumber and lumber products.....	188	14	202	2,990	247	3,237
Metalworking.....	137	23	160	2,208	434	2,642
Construction.....	1,626	.....	1,626	8,797	2	8,799
Other unskilled workers.....	2,749	693	3,442	39,520	9,800	49,320
<b>Total.....</b>	<b>22,772</b>	<b>17,679</b>	<b>40,451</b>	<b>134,394</b>	<b>61,866</b>	<b>196,260</b>

(1) Preliminary—subject to revision.

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JUNE, 1952**

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	2,227	2,228	2,142
Logging.....	886	790	657
Mining.....	506	480	342
Manufacturing.....	6,206	6,475	4,724
Food and kindred products (inc. tobacco).....	1,032	1,123	791
Textiles, apparel, etc.....	1,118	1,088	763
Lumber and finished lumber products.....	748	788	652
Pulp and paper products (inc. printing).....	398	440	325
Chemicals and allied products.....	244	256	190
Petroleum and coal products.....	39	42	25
Rubber products.....	96	100	65
Leather and leather products.....	188	196	126
Stone, clay and glass products.....	231	258	183
Iron and steel products.....	423	404	293
Non-ferrous metals and products.....	234	244	180
Machinery.....	363	375	273
Electrical equipment and products.....	209	228	145
Transportation equipment and other manufacturing.....	883	933	713
Construction.....	4,605	4,860	3,929
Transportation and storage.....	1,331	1,391	1,122
Communications, and other public utilities.....	284	287	197
Trade.....	3,312	3,954	2,492
Finance, insurance, real estate.....	448	583	288
Service.....	7,961	7,929	5,900
<b>All Industries.....</b>	<b>27,766</b>	<b>28,977</b>	<b>21,793</b>



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS  
MAY 30 TO JULY 3, 1952 UNPLACED APPLICANTS AS AT JULY 24, 1952**

(Source: Form U.I.C. 751)

Office	Vacancies		Applicants					Unplaced end of period	Unplaced as at July 24, 1952
	Reported during period	*Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements				
					Regular	Casual			
<b>Newfoundland.....</b>	<b>839</b>	<b>368</b>	<b>2,210</b>	<b>945</b>	<b>890</b>	<b>7</b>	<b>1,285</b>	<b>3,048</b>	
Corner Brook.....	281	238	461	244	97	.....	1,055	492	
Grand Falls.....	31	25	255	44	43	.....	540	323	
St. John's.....	527	105	1,524	657	750	7	2,690	2,233	
<b>Prince Edward Island.....</b>	<b>1,018</b>	<b>516</b>	<b>1,165</b>	<b>1,005</b>	<b>540</b>	<b>330</b>	<b>847</b>	<b>764</b>	
Charlottetown.....	395	369	536	471	293	77	517	458	
Summerside.....	623	147	629	534	247	253	330	306	
<b>Nova Scotia.....</b>	<b>3,902</b>	<b>1,534</b>	<b>8,215</b>	<b>5,249</b>	<b>3,006</b>	<b>801</b>	<b>9,480</b>	<b>8,547</b>	
Amherst.....	211	1	303	262	215	8	326	263	
Bridgewater.....	56	26	221	85	32	2	377	413	
Halifax.....	1,657	1,099	3,865	2,524	1,379	350	3,958	3,376	
Inverness.....	54	.....	119	81	57	2	279	294	
Kentville.....	118	99	389	144	102	9	617	557	
Liverpool.....	21	27	110	18	16	.....	144	131	
New Glasgow.....	576	100	775	666	345	152	640	777	
Springhill.....	30	4	111	30	25	3	187	142	
Sydney.....	744	114	1,479	956	555	164	1,989	1,816	
Truro.....	182	45	451	223	134	8	415	302	
Yarmouth—Shelbourne.....	253	19	392	260	146	103	548	476	
<b>New Brunswick.....</b>	<b>4,459</b>	<b>2,622</b>	<b>7,147</b>	<b>4,658</b>	<b>3,096</b>	<b>417</b>	<b>9,159</b>	<b>8,455</b>	
Bathurst.....	23	11	402	196	56	6	990	870	
Campbellton.....	116	25	422	119	84	17	885	858	
Edmundston.....	548	81	448	551	531	11	278	245	
Fredericton.....	447	228	543	402	294	45	460	382	
Minto.....	156	54	281	249	151	1	513	391	
Moncton.....	1,321	1,584	1,924	1,148	540	261	2,230	1,887	
Newcastle.....	150	19	327	206	146	5	400	366	
Saint John.....	1,223	326	2,069	1,368	1,009	61	2,270	2,273	
St. Stephen.....	203	95	476	242	164	3	869	946	
Sussex.....	128	80	104	79	57	5	86	64	
Woodstock.....	144	119	151	98	64	2	178	173	
<b>Quebec.....</b>	<b>37,320</b>	<b>11,612</b>	<b>53,025</b>	<b>38,054</b>	<b>25,290</b>	<b>2,651</b>	<b>61,892</b>	<b>53,796</b>	
Asbestos.....	171	117	268	143	118	11	383	288	
Beauharnois.....	120	22	272	129	85	.....	422	399	
Buckingham.....	210	7	325	239	192	13	429	324	
Causapscal.....	81	32	295	85	84	.....	1,103	754	
Chandler.....	90	5	240	97	76	.....	388	202	
Chicoutimi.....	779	507	837	433	286	28	382	336	
Dolbeau.....	133	22	185	110	84	.....	159	86	
Drummondville.....	359	42	914	391	144	85	1,682	1,563	
Farnham.....	152	88	163	119	113	.....	536	484	
Gaspé.....	195	36	493	177	129	.....	679	473	
Granby.....	413	29	646	535	429	1	818	659	
Hull.....	336	122	1,006	374	228	21	1,202	1,110	
Joliette.....	489	127	637	624	365	19	822	811	
Jonquière.....	488	139	1,082	551	322	59	998	711	
Lachute.....	99	15	179	87	54	18	232	291	
La Malbaie.....	212	13	308	228	162	52	442	339	
La Tuque.....	687	84	597	398	355	4	213	155	
Levis.....	386	241	863	387	307	8	999	867	
Maniwaki.....	20	1	135	3	2	.....	228	207	
Matane.....	404	103	165	103	80	.....	459	286	
Mégantic.....	437	30	626	429	410	1	276	247	
Mont-Laurier.....	101	31	120	196	79	.....	89	134	
Montmagny.....	172	24	283	182	136	3	565	421	
Montreal.....	18,364	5,319	21,646	18,534	12,395	1,116	22,865	21,188	
New Richmond.....	67	56	129	63	57	.....	666	372	
Port Alfred.....	190	6	239	124	119	.....	264	172	
Quebec.....	2,513	1,062	4,927	3,537	1,502	245	5,868	5,163	
Rimouski.....	421	463	468	465	414	.....	1,867	580	
Rivière du Loup.....	263	73	528	221	357	16	739	507	
Roberval.....	38	89	96	58	37	2	148	86	
Rouyn.....	474	147	607	491	246	70	958	918	
Ste. Agathe.....	281	43	201	282	191	10	99	93	
Ste. Anne de Bellevue.....	106	40	223	95	66	8	192	157	
Ste. Therese.....	270	54	442	283	226	3	367	363	
St. Georges de Beauce.....	390	381	993	823	799	5	673	531	
St. Hyacinthe.....	420	407	583	503	362	84	1,223	1,077	
St. Jean.....	311	110	607	333	164	9	820	636	
St. Jerome.....	565	94	687	534	251	161	675	539	
St. Joseph d'Alma.....	1,180	233	1,369	809	798	3	441	393	
Shawinigan Falls.....	333	102	1,399	578	436	7	1,771	1,595	
Sherbrooke.....	1,308	180	2,051	1,378	879	243	1,812	1,821	
Sorel.....	1,191	360	779	465	323	47	742	739	
Thetford Mines.....	223	55	582	309	229	20	582	529	

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS  
MAY 30 TO JULY 3, 1952 UNPLACED APPLICANTS AS AT JULY 24, 1952—Continued**

(SOURCE: Form U.I.C. 751)

Office	Vacancies		Applicants					
	Reported during period	*Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at July 24, 1952
					Regular	Casual		
<b>Quebec—Continued</b>								
Three Rivers.....	644	174	1,947	1,020	514	67	3,289	2,700
Val d'Or.....	552	233	632	387	279	80	379	411
Valleyfield.....	275	20	686	297	105	114	1,385	1,521
Victoriaville.....	407	74	565	445	301	18	561	558
<b>Ontario</b>	<b>46,662</b>	<b>11,343</b>	<b>70,433</b>	<b>48,998</b>	<b>30,827</b>	<b>5,971</b>	<b>58,239</b>	<b>84,286</b>
Arnprior.....	124	30	123	126	101	.....	49	48
Barrie.....	663	135	642	585	436	11	320	254
Belleville.....	322	109	555	397	156	55	427	392
Bracebridge.....	339	52	355	423	363	.....	167	116
Brampton.....	186	54	227	154	124	17	196	182
Brantford.....	960	135	1,458	1,015	705	66	1,481	1,390
Brockville.....	260	23	379	304	220	12	128	129
Carleton Place.....	18	8	85	21	17	.....	187	163
Chatham.....	360	116	583	437	204	78	724	709
Cobourg.....	290	12	321	368	269	29	169	155
Collingwood.....	191	54	251	183	121	23	365	373
Cornwall.....	665	45	1,062	685	580	49	1,405	1,208
Fort Erie.....	71	41	156	44	21	.....	164	175
Fort Frances.....	168	47	141	121	93	8	71	87
Fort William.....	848	109	1,194	904	720	71	632	545
Galt.....	302	96	438	291	188	29	661	681
Gananoque.....	123	32	121	119	54	47	55	61
Goderich.....	223	157	156	167	111	10	63	54
Guelph.....	250	84	394	295	160	.....	667	621
Hamilton.....	2,578	532	5,320	3,168	1,362	674	5,145	5,020
Hawkesbury.....	77	49	257	83	43	8	296	330
Ingersoll.....	157	23	164	178	109	22	160	189
Kapuskasing.....	199	41	329	191	147	.....	226	223
Kenora.....	80	65	113	63	54	.....	118	124
Kingston.....	865	244	1,027	1,035	611	61	525	480
Kirkland Lake.....	305	100	530	380	283	23	327	278
Kitchener—Waterloo.....	754	177	867	840	527	71	700	679
Leamington.....	415	45	341	438	230	118	186	322
Lindsay.....	155	35	229	179	120	11	201	246
Listowel.....	72	44	97	83	38	4	138	122
London.....	2,293	896	3,606	2,382	1,251	455	1,966	1,709
Midland.....	204	56	264	217	152	9	164	144
Napanee.....	125	45	117	93	70	2	96	86
New Toronto.....	1,005	144	1,364	1,099	800	21	1,136	1,039
Niagara Falls.....	763	72	1,321	789	571	105	812	710
North Bay.....	597	92	813	582	293	213	359	342
Orillia.....	367	46	408	427	280	73	271	271
Oshawa.....	1,590	133	2,278	1,778	1,284	176	1,559	1,328
Ottawa.....	2,440	1,278	3,248	2,424	1,196	395	2,089	2,014
Owen Sound.....	358	61	486	498	246	44	447	409
Parry Sound.....	102	30	126	66	57	.....	82	76
Pembroke.....	532	160	814	493	372	29	487	292
Perth.....	170	44	197	149	119	13	154	144
Peterborough.....	510	83	1,026	611	440	4	1,111	859
Pictou.....	157	73	94	113	65	8	58	31
Port Arthur.....	800	147	1,110	737	626	36	971	851
Port Colborne.....	83	28	295	84	52	6	427	413
Prescott.....	325	58	578	273	237	12	436	258
Renfrew.....	243	46	189	160	149	8	111	109
St. Catharines.....	940	142	1,606	1,037	592	213	1,535	1,270
St. Thomas.....	256	79	392	369	160	22	386	355
Sarnia.....	310	58	892	398	221	46	698	754
Sault Ste. Marie.....	656	184	880	771	483	65	655	670
Simcoe.....	228	40	307	221	117	54	326	363
Sioux Lookout.....	131	12	157	127	92	15	54	76
Smiths Falls.....	133	30	145	123	76	27	117	114
Stratford.....	320	93	378	383	184	43	302	302
Sturgeon Falls.....	210	19	362	220	116	54	286	321
Sudbury.....	1,168	315	1,238	890	690	161	923	783
Timmins.....	561	130	834	792	428	86	754	706
Toronto.....	12,672	3,221	20,222	12,682	8,351	1,490	17,627	16,430
Trenton.....	280	58	548	339	234	2	313	303
Walkerton.....	120	36	172	173	107	6	193	251
Wallaceburg.....	267	14	431	326	110	110	376	342
Welland.....	521	111	1,044	523	413	18	1,320	1,213
Weston.....	639	260	631	467	346	.....	385	380
Windsor.....	2,280	259	3,436	2,642	1,511	428	2,839	2,805
Woodstock.....	286	96	509	263	169	25	461	408

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FIVE WEEKS  
MAY 30 TO JULY 3, 1952 UNPLACED APPLICANTS AS AT JULY 24, 1952—Concluded**  
(SOURCE: Form U.I.C. 751)

Office	Vacancies		Applicants						Unplaced end of period	Unplaced as at July 21, 1952
	Reported during period	*Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements					
					Regular	Casual				
<b>Manitoba</b> .....	<b>8,606</b>	<b>3,035</b>	<b>13,623</b>	<b>8,427</b>	<b>4,393</b>	<b>1,994</b>	<b>10,211</b>	<b>9,076</b>		
Brandon.....	855	317	973	788	490	181	352	371		
Dauphin.....	149	61	311	143	80	12	255	187		
Flin Flon.....	184	100	243	168	98	32	116	144		
Portage la Prairie.....	272	83	499	266	196	14	411	350		
The Pas.....	150	130	146	95	83	.....	73	46		
Winnipeg.....	6,996	2,344	11,451	6,967	3,446	1,755	9,004	7,978		
<b>Saskatchewan</b> .....	<b>6,395</b>	<b>3,133</b>	<b>7,941</b>	<b>6,244</b>	<b>3,552</b>	<b>985</b>	<b>3,445</b>	<b>2,940</b>		
Estevan.....	183	23	241	232	130	40	101	88		
Moose Jaw.....	762	260	1,222	913	512	106	506	416		
North Battleford.....	227	148	231	284	196	1	131	121		
Prince Albert.....	278	115	643	353	243	26	538	560		
Regina.....	1,917	456	2,614	2,000	1,080	493	742	538		
Saskatoon.....	1,647	432	2,256	1,689	1,039	225	944	832		
Swift Current.....	120	101	109	108	75	1	80	72		
Teachers' Office.....	866	1,389	68	301	74	.....	96	68		
Weyburn.....	162	69	224	161	84	59	83	65		
Yorkton.....	233	140	333	203	119	34	224	180		
<b>Alberta</b> .....	<b>11,970</b>	<b>4,095</b>	<b>14,522</b>	<b>12,680</b>	<b>7,180</b>	<b>2,035</b>	<b>6,417</b>	<b>7,014</b>		
Blairmore.....	108	58	131	75	71	.....	159	165		
Calgary.....	4,359	1,202	5,640	4,996	2,514	814	2,573	2,476		
Drumheller.....	216	57	187	160	153	.....	187	190		
Edmonton.....	4,988	1,753	6,258	5,476	3,045	1,145	2,623	3,327		
Edson.....	323	116	379	326	244	14	72	106		
Lethbridge.....	1,228	437	1,364	1,067	880	58	492	416		
Medicine Hat.....	320	134	336	423	203	4	166	140		
Red Deer.....	206	170	219	154	68	.....	139	187		
Yellowknife.....	222	168	8	3	2	.....	6	7		
<b>British Columbia</b> .....	<b>17,659</b>	<b>3,189</b>	<b>38,013</b>	<b>18,626</b>	<b>8,818</b>	<b>6,183</b>	<b>34,126</b>	<b>32,724</b>		
Chiliwack.....	357	41	948	475	296	54	879	796		
Courtenay.....	119	124	855	180	147	10	922	892		
Cranbrook.....	143	12	263	179	155	2	138	126		
Dawson Creek.....	167	12	156	162	160	2	28	28		
Duncan.....	166	25	747	196	139	24	613	667		
Kamloops.....	516	94	577	496	425	.....	209	262		
Kelowna.....	172	14	688	178	136	30	920	1,087		
Nanaimo.....	352	27	1,219	403	314	28	1,147	1,053		
Nelson.....	294	65	357	323	227	12	262	275		
New Westminster.....	6,085	273	9,133	5,899	873	5,044	4,836	4,669		
Penticton.....	380	11	416	401	316	43	225	222		
Port Alberni.....	151	38	644	132	97	4	568	560		
Prince George.....	1,178	185	1,411	1,279	1,049	15	770	332		
Prince Rupert.....	478	67	718	465	367	.....	377	423		
Princeton.....	130	5	148	152	127	.....	26	30		
Trail.....	500	81	683	512	395	10	417	349		
Vancouver.....	4,677	1,613	15,664	5,448	2,578	708	18,611	18,089		
Vernon.....	427	62	463	349	293	3	286	225		
Victoria.....	982	301	2,649	1,161	545	194	2,813	2,576		
Whitehorse.....	385	139	274	236	179	.....	79	63		
<b>Canada</b> .....	<b>138,830</b>	<b>41,447</b>	<b>216,324</b>	<b>144,886</b>	<b>87,592</b>	<b>21,374</b>	<b>198,101</b>	<b>180,651</b>		
Males.....	92,242	23,386	149,176	95,829	64,921	10,849	135,543	121,263		
Females.....	46,588	18,061	67,148	49,057	22,671	10,525	62,558	59,388		

\* Includes deferred vacancies.

(a) Statistics for Province of Saskatchewan.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES**  
(SOURCE: Form U.I.C 751)  
1942—1952

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (27 wks.).....	882,354	329,202	1,211,556	316,224	143,111	459,335



TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES MARCH 28, 1952 TO JULY 3, 1952

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	
Agriculture.....	3	219		210	113	13	92	137	4	207	139	1,289	1,561	18	5,865	3,727	437	
Fishing, Trapping and Hunting.....																		
Logging.....	108	21	5	365	2	1,801	203	4	1,801	1,167	2	10,458	6,673	22	2,609	2,018	7	
Pulpwood.....	104	17	5	67	37		157	37		156	984	10,123	6,473	22	1,998	1,517	1	
Lumber.....	4	4		214	157	2	24	157	2	208	158	244	121		445	324		
Other Logging.....				9			24	9		32	25	91	79		166	147	6	
Mining.....	26	17	6	205	177	37	205	177	37	39	37	846	615	3	1,310	821	13	
Coal.....			6	161			183	161		37	36	33	32		2			
Iron.....	15	15								1	1				173	205		
Gold.....												179	133		273	232	1	
Nickel.....															549	144		
Other Metallic Ores and Non-Metallic Minerals.....	11	2					20	15				597	415	3	238	171	8	
Prospecting and Oil Producing.....																		
Manufacturing.....	55	36	6	518	276	13	2,716	2,407	161	1,357	1,115	29,770	19,376	371	35,514	25,283	2,191	
Food and Kindred Products.....	34	21	5	426	213	11	322	37	343	240	11	3,813	2,240	75	5,205	3,162	669	
Textiles and Apparel.....				15	15		147	131		53	46	9,447	5,750	57	4,195	3,050	111	
Lumber and Finished Lumber Products.....				15			306	249	25	374	316	3,105	2,423	30	2,737	2,080	144	
Pulp, Paper Products and Printing.....	5	2	1				80	53		208	186	1,534	1,115	28	2,529	1,617	425	
Chemicals and Allied Products.....	7	7		53	31	2	27	18	6	120	105	7	1,111	74	1	764	997	
Petroleum and Coal Products.....																		
Rubber Products.....																		
Leather and Leather Products.....																		
Stone, Clay and Glass Products.....							9	9		12	11	1,655	1,058	3	583	415	9	
Iron and Steel and Products.....				9	6		60	34	11	69	66	900	701	25	866	653	23	
Non-Ferrous Metals and Products.....							360	282	75	90	62	4	1,623	875	11	2,847	2,078	
Machinery.....				7	5		223	207		9	3	1,367	1,023	11	2,897	1,998	86	
Electrical Equipment and Products.....							10	7	1			585	338		2,139	1,320	122	
Transportation Equipment and Other Manufacturing.....																		
Construction.....	1,233	978	6	346	497	13	1,103	1,094	5	65	66	3,208	2,059	52	7,432	6,312	81	
Buildings and Structures.....	1,177	933		257	429	7	940	2,074	110	3,778	2,497	139	19,196	13,537	570	18,860	1,062	
Highways, Bridges and Streets.....	25	11		17	15		78	61	1	236	144	21	549	391	428	9,937	656	
Railway and Maintenance.....							57	68		213	160				55	1,500	14	
Other General Contractors.....	2	2					276	231		48	21	3,385	2,951	4	1,635	1,406	1	
Special Trade Contractors.....	31	69	49	6	3	6	281	192	37	235	188	26	3,591	81	5,217	3,727	33	
Public Utilities Operation.....	114	66	2	93	60	18	997	493	405	904	683	83	4,065	2,708	452	8,330	1,358	
Electric, Gas and Water.....	82	37		50	34	5	844	416	379	757	563	77	3,005	2,046	448	7,048	1,335	
Transportation and Storage.....	32	29	2	43	26		12	153	7	1,000	662	4	1,282		891	281	23	
Communications and Other Public Utilities.....	126	94	2	571	349	1,793	1,178	294	1,352	938	187	10,175	5,968	721	15,987	9,124	2,098	
Trade.....	45	34		188	52	111	498	267	164	432	285	95	3,082	1,153	1,153	1,608	1,153	
Wholesale.....	81	60	2	383	105	238	1,295	911	130	920	653	92	4,133	594	10,961	6,516	945	
Retail.....	32	6		15	10		83	11	95	7	1,522	789	8	2,120	1,138	100		
Finance, Insurance and Real Estate.....	294	331	8	1,024	439	285	4,109	1,736	1,463	3,231	859	26,839	14,069	4,393	39,915	19,446	9,893	
Public.....	234	208	1	1,177	164	2	558	450	34	374	20	2,032	1,709	450	5,930	4,564	229	
Domestic.....	67	58	6	420	65	232	1,634	192	1,193	1,285	170	721	8,593	3,193	14,709	3,589	7,939	
Personal.....	83	61	1	329	189	26	1,688	1,007	198	1,108	687	95	12,674	7,509	9,324	15,619	1,352	
Other Service.....	10	4		98	21	25	229	38	149	90	23	3,540	2,311	116	3,657	2,053	373	
Totals.....	2,091	1,768	18	2,788	1,554	691	11,990	8,542	2,450	12,515	7,972	1,365	104,263	67,607	6,538	130,528	81,554	17,165
Men.....	1,894	1,655	16	1,291	1,011	292	8,133	6,476	1,502	9,750	6,678	774	71,697	51,644	5,944	89,003	59,135	11,171
Women.....	197	113	2	1,397	543	399	3,857	2,066	948	2,765	1,294	531	32,566	15,963	606	41,525	22,419	5,994

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES MARCH 28, 1952 TO JULY 3, 1952

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	
<b>Agriculture.....</b>	1,010	642	28	2,904	1,612	5	4,450	3,475	6	7,349	1,041	5,899	23,379	12,466	6,410
<b>Fishing, Trapping and Hunting.....</b>	29	19	4	2	2		10	10		26	12	1	1,103	1,082	41
<b>Logging.....</b>	186	102		35	15		339	360	4	1,477	1,211	12	17,323	11,771	4,117
<b>Pulpwood.....</b>	188	83		22	3		268	291		2,092	1,193	6	14,240	9,339	25
<b>Lumber.....</b>	22	16		5	3		71	69	4	1,190	970	6	2,600	2,045	12
<b>Other Logging.....</b>	6	3		8	7		71	69		1,190	970	6	2,600	2,045	12
<b>Mining.....</b>	188	209	14	148	119	4	2,080	1,292	26	1,858	1,573	13	6,706	4,771	73
<b>Coal.....</b>							439	295	3	535	243	1	1,138	738	10
<b>Iron.....</b>	21	21		7	5		358	192		535	243	1	1,138	738	10
<b>Nickel.....</b>	31	43	2	2	2		381	149		334	479		1,180	1,038	1
<b>Other Metallic Ores and Non-Metallic Minerals.....</b>	12	5													
<b>Prospecting and Oil Producing.....</b>	96	93	10	59	47		307	241	13	962	821	5	2,991	1,808	39
<b>Manufacturing.....</b>	4,941	2,805	405	1,497	965	193	4,020	2,720	383	7,457	5,063	233	87,885	60,946	3,956
<b>Food and Kindred Products.....</b>	1,175	674	108	829	537	100	1,680	1,143	143	3,782	1,741	53	15,247	9,093	1,212
<b>Textiles and Apparel.....</b>	1,420	694	23	29	12		200	155	20	2,980	1,900	10	15,798	10,042	2,212
<b>Lumber and Fishes and Lumber Products.....</b>	435	210	112	115	18	16	692	588	36	3,775	3,118	12	11,378	9,075	465
<b>Pulp, Paper Products and Printing.....</b>	399	231	55	118	63	20	112	63	14	468	331	14	5,452	3,065	561
<b>Chemicals and Allied Products.....</b>	206	151	16	32	22	7	100	65	22	179	159	44	3,599	2,290	472
<b>Pharmaceuticals and Coal Products.....</b>	78	46		44	28		41	35		86	44	21	506	371	39
<b>Rubber Products.....</b>	16	48													
<b>Leather and Leather Products.....</b>	82	47		7	5		6	1		5	1		999	650	55
<b>Stone, Clay and Glass Products.....</b>	119	67	32	132	82	5	516	310	30	98	68	4	2,425	1,590	20
<b>Non-Ferrous Metals and Products.....</b>	249	181	10	101	77		168	94	9	159	124	7	2,999	1,994	137
<b>Electrical Equipment and Products.....</b>	168	73	34	82	33	31	64	34	8	611	462	9	3,324	3,267	219
<b>Transportation Equipment and Other Manufacturing.....</b>	169	33	1	66	53	3	227	96	90	84	40	9	4,985	3,528	196
<b>Construction.....</b>	475	335	6	26	19		244	126	12	246	182	23	12,808	10,198	183
<b>Buildings and Structures.....</b>	3,725	2,808	42	3,331	2,381	115	7,053	4,825	411	5,741	3,650	172	64,575	49,909	2,764
<b>Highways, Bridges and Streets.....</b>	1,235	946	38	2,188	1,605	82	3,599	2,482	247	2,198	1,846	86	38,751	28,831	1,608
<b>Railways and Maintenance.....</b>	1,171	1,127		404	254	4	891	676	13	441	382	9	4,252	3,082	117
<b>Other General Contractors.....</b>	43	127		66	66		837	622		453	410		4,261	3,195	10
<b>Special Trade Contractors.....</b>	702	531	4	136	129	21	621	411	25	1,055	631	11	8,351	5,845	75
<b>Public Utilities Operation.....</b>	1,300	702	226	1,374	986	128	2,031	1,099	277	3,115	2,335	183	22,356	14,730	3,138
<b>Communications and Storage Public Utilities.....</b>	129	85	1	146	117	9	358	227		2,880	2,132	182	18,801	12,293	3,041
<b>Trade.....</b>	3,960	1,243	123	3,209	1,728	63	5,399	2,580	153	5,071	2,546	1,509	47,843	25,709	8,533
<b>Wholesale.....</b>	1,775	597	660	1,605	650	282	2,915	1,095	1,210	1,502	527	1,719	16,678	8,250	4,082
<b>Retail.....</b>	2,185	799	583	1,994	1,078	353	2,684	1,485	305	3,569	1,719	1,228	31,105	17,459	4,471
<b>Finance, Insurance and Real Estate Service.....</b>	738	347	14	234	166	7	707	395	12	660	360	38	6,278	3,367	198
<b>Public.....</b>	8,671	3,172	7,939	3,010	1,533	12,073	4,714	3,038	11,551	6,181	2,338	115,498	51,275	26,903	
<b>Domestic.....</b>	1,223	925	7	1,432	1,028	70	2,317	1,480	35	2,359	1,847	55	16,700	12,749	603
<b>Personal.....</b>	3,134	1,98	2,424	1,422	188	851	4,331	2,636	3,156	651	1,752	38,654	8,092	20,907	
<b>Other Service.....</b>	3,447	1,843	588	4,514	1,482	566	4,531	2,264	314	3,022	346	48,974	26,934	4,420	
<b>Totals.....</b>	21,752	11,917	5,142	20,675	10,984	2,620	38,372	21,376	5,692	44,382	24,902	10,302	392,246	238,206	51,943
<b>Men.....</b>	14,994	8,532	2,259	14,208	8,464	1,520	26,761	16,242	3,608	26,906	18,217	3,344	264,737	178,054	27,177
<b>Women.....</b>	9,758	3,415	2,903	6,467	2,520	1,100	11,611	5,134	2,084	17,426	6,685	6,958	127,509	60,152	24,766

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of June, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	1,224	1,016	62,682	180,582
Prince Edward Island.....	275	114	9,983	23,788
Nova Scotia.....	3,618	2,006	106,851	285,041
New Brunswick.....	3,777	1,999	133,483	367,267
Quebec.....	31,307	17,963	1,006,773	2,617,808
Ontario.....	27,492	10,130	786,359	2,072,955
Manitoba.....	3,931	1,687	101,589	255,559
Saskatchewan.....	791	315	25,306	63,133
Alberta.....	2,216	877	60,387	170,508
British Columbia.....	10,181	5,368	246,283	690,316
Total, Canada, June, 1952.....	84,812	41,475	2,539,696	6,726,957
May, 1952.....	132,022	58,360	3,875,281	10,374,007
June, 1951.....	57,079	31,284	1,480,733	3,513,733

\* Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF JUNE 30, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	2,508	407	128	242	616	568	547
Male.....	2,378	385	118	228	597	549	501
Female.....	130	22	10	14	19	19	46
Prince Edward Island.....	386	49	32	39	80	36	150
Male.....	265	26	27	31	57	24	100
Female.....	121	23	5	8	23	12	50
Nova Scotia.....	7,057	1,804	761	1,224	1,159	640	1,469
Male.....	6,120	1,582	685	1,130	1,021	540	1,162
Female.....	937	222	76	94	138	100	307
New Brunswick.....	6,721	1,386	639	1,007	1,437	933	1,319
Male.....	5,497	1,194	546	847	1,195	758	957
Female.....	1,224	192	93	160	242	175	362
Quebec.....	52,292	10,229	5,741	7,181	8,504	7,280	13,357
Male.....	33,890	6,937	3,652	4,462	5,510	5,016	8,313
Female.....	18,402	3,292	2,089	2,719	2,994	2,264	5,044
Ontario.....	47,491	12,396	4,138	5,600	7,054	5,161	13,142
Male.....	29,324	7,763	2,612	3,399	4,111	3,147	8,292
Female.....	18,167	4,633	1,526	2,201	2,943	2,014	4,850
Manitoba.....	4,899	837	380	608	798	506	1,770
Male.....	2,659	493	214	297	341	260	1,054
Female.....	2,240	344	166	311	457	246	716
Saskatchewan.....	1,204	192	84	127	176	123	502
Male.....	660	99	40	51	91	63	316
Female.....	544	93	44	76	85	60	186
Alberta.....	5,423	3,092	184	278	400	517	952
Male.....	4,707	2,949	135	204	269	435	715
Female.....	716	143	49	74	131	82	237
British Columbia.....	21,455	7,272	3,582	2,858	2,351	1,521	3,871
Male.....	17,342	6,112	3,162	2,504	1,739	1,077	2,748
Female.....	4,113	1,160	420	354	612	444	1,123
TOTAL*.....	149,436	37,664	15,669	19,164	22,575	17,285	37,079
MALE.....	102,842	27,540	11,191	13,153	14,931	11,869	24,158
FEMALE.....	46,594	10,124	4,478	6,011	7,644	5,416	12,921

\* Includes 597 claimants involved in temporary mass lay-off and 13 on supplementary benefit.



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
JUNE, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	840	680	160	1,106	614	492	263
Prince Edward Island.....	147	98	49	165	115	50	28
Nova Scotia.....	3,424	2,321	1,103	3,588	2,387	1,201	656
New Brunswick.....	2,408	1,474	934	2,572	2,003	569	561
Quebec.....	21,703	13,362	8,341	21,711	17,211	4,500	6,878
Ontario.....	21,478	12,461	9,017	30,127	17,367	12,760	5,081
Manitoba.....	2,267	1,410	857	2,251	1,699	552	326
Saskatchewan.....	481	334	147	481	326	155	105
Alberta.....	1,463	1,031	432	1,226	952	274	657
British Columbia.....	14,577	7,797	6,780	10,839	7,024	3,815	5,259
Total Canada, June, 1952.....	68,788 <sup>1</sup>	40,968	27,820	74,066 <sup>2</sup>	49,698	24,368	19,814
Total Canada, May, 1952.....	83,806	48,610	35,196	84,075	64,216	19,859	25,092
Total Canada, June, 1951.....	58,233	35,075	23,158	55,253	43,891	11,362	16,897

<sup>1</sup> In addition, revised claims received numbered 13,152. <sup>2</sup> In addition, 13,011 revised claims were disposed of. Of these, 778 were special requests not granted, and 811 were appeals by claimants. There were 1,731 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED  
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of June, 1952	Month of May, 1952	Month of June, 1951
Claims Disallowed.....	7,342	11,907	4,890
Claimants Disqualified*			
Not unemployed.....	1,819	2,259	2,581
Not capable of and not available for work.....	1,479	1,752	1,231
Loss of work due to a labour dispute.....	10,312	325	320
Refused offer of work and neglected opportunity to work.....	1,458	1,590	1,385
Discharged for misconduct.....	552	563	390
Voluntarily left employment without just cause.....	4,059	4,597	2,927
Other reasons†.....	2,023	2,357	1,657
Total.....	29,044	25,350	15,381

\* Claimants disqualified June 1952 include 4,665 on revised and 11 on supplementary benefit claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1951—May.....	2,971,000	2,834,200	136,800
June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100†
February.....	3,195,000	2,876,500	318,500†
March.....	3,191,000	2,874,600	316,400†
April.....	3,195,000	2,874,700	320,300†
May.....	3,086,000	2,867,900	218,100

\* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

**TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO  
JUNE, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269	212,293
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709	140,386
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764	154,356
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242	100,951
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	56,430	83,806
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	58,233	68,788
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	58,981	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	57,926	.....
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	62,456	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	82,902	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	122,603	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	175,040	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,554	649,090	933,832	1,050,979	1,141,555	760,580

**TABLE E-6.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO JUNE 30, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS				Balance in Fund						
	CONTRIBUTIONS (Gross less refunds)				BENEFIT PAYMENTS										
	Employer and Employee		Government		Fines		Interest on Investments and Profit on Sale of Securities			Total Revenue		Supplementary		Total	
	\$	cts.	\$	cts.	\$	cts.	\$	cts.		\$	cts.	\$	cts.	\$	cts.
1942.....	36,435,609 05	7,287,121 81	.....	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	.....	43,964,246 68	.....	.....	27,752 92	
1943.....	57,434,651 43	11,487,057 90	.....	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	.....	114,011,029 93	.....	.....	716,012 75	
1944.....	61,720,785 00	12,344,421 74	.....	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	.....	190,327,941 19	.....	.....	1,721,666 29	
1945.....	63,728,855 44	12,746,179 30	.....	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	.....	268,034,459 86	.....	.....	4,966,483 51	
1946.....	62,566,589 66	12,513,778 66	.....	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	.....	317,240,660 34	.....	.....	31,993,240 34	
1947.....	76,015,030 91	15,203,457 58	.....	3,820 43	7,529,985 56	98,732,294 48	43,114,329 18	.....	43,114,329 18	.....	447,734,039 21	.....	.....	43,114,329 18	
1948.....	83,870,834 47	16,366,400 70	.....	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	.....	529,535,437 38	.....	.....	49,826,752 16	
1949.....	98,581,559 98	20,924,013 71	.....	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	.....	582,646,972 52	.....	.....	85,006,136 24	
1950.....	104,432,415 94	20,064,332 20	.....	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	.....	85,006,136 24	.....	664,580,376 79	.....	.....	90,012,541 29	
1951.....	128,744,248 84	27,536,193 16	.....	34,656 50	15,630,847 06	171,945,745 56	83,082,101 75	.....	83,082,101 75	.....	778,199,351 43	.....	.....	90,164,016 20	
1952.....	153,887,858 49	30,815,284 37	.....	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	.....	85,559,677 68	.....	782,231,826 91	.....	.....	10,370,140 82	
April.....	12,671,440 30	4,125,852 44	.....	3,119 00	1,700,036 07	18,500,447 81	13,699,136 68	.....	13,699,136 68	.....	789,011,121 39	.....	.....	14,080 30	
May.....	12,791,404 23	2,556,897 47	.....	4,503 00	1,777,710 90	17,130,515 60	10,370,140 82	.....	10,370,140 82	.....	799,321,984 16	.....	.....	1,231 85	
June.....	*12,738,270 63	2,547,973 94	.....	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	.....	6,720,629 89	.....	799,321,984 16	.....	.....	6,721,861 74	
Sub-Total.....	38,201,115 16	9,230,723 85	.....	11,062 82	5,220,786 09	52,663,687 92	30,756,907 39	.....	30,756,907 39	.....	799,321,984 16	.....	.....	31,541,055 19	
Total.....	965,619,554 37	196,548,964 98	.....	120,603 31	101,887,933 78	1,264,177,056 44	451,718,080 53	.....	451,718,080 53	.....	799,321,984 16	.....	.....	464,855,072 28	

\* Stamps \$5,669,843.83 Meter \$1,682,961.56 Bulk \$5,214,364.67 Arm. Serv. \$130,176.21 Sp. Force \$17,903.52 Reg. Force \$23,020.84 Total \$12,738,270.63

† Government refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,828,863.85.



# F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1920.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.  
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JULY, 1952**

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	July 2nd, 1951	June 2nd, 1952	July 2nd, 1952						
St. John's, Nfld.(1)	101.3	102.7	103.9	105.8	105.3	107.6	103.2	101.8	100.2
Halifax.....	176.3	179.2	179.6	238.3	127.6	152.5	223.6	189.7	138.3
Saint John.....	182.5	185.6	186.4	238.0	127.7	146.4	230.5	189.0	151.4
Montreal.....	195.3	192.5	193.4	255.4	150.8	141.1	196.3	202.8	141.5
Toronto.....	183.5	184.4	184.4	228.2	154.4	176.0	208.9	190.3	146.9
Winnipeg.....	181.8	180.6	181.0	241.4	134.0	131.1	208.3	197.4	139.7
Saskatoon.....	184.4	180.9	183.0	239.9	132.3	151.7	217.7	203.2	133.9
Edmonton.....	179.6	177.5	178.5	240.8	125.0	121.8	217.7	189.7	139.9
Vancouver.....	188.8	190.6	189.8	242.0	135.4	176.9	220.8	194.2	152.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's index on the base: June 1951=100.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month.

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	July 1949	July 1950	July 1951	June 1952	July 1952	Price July 1952
Beef, sirloin steak.....	lb.	120.7	154.8	260.9	314.9	385.5	331.1	338.0	93.5
Beef, round steak.....	lb.	125.7	167.9	290.7	350.2	427.6	371.5	379.2	89.0
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	291.7	344.2	419.8	366.8	370.3	84.5
Beef, blade roast, blade removed.....	lb.	132.7	162.3	313.2	375.3	484.5	404.1	409.1	65.2
Beef, stewing, boneless.....	lb.	136.7	168.3	349.2	418.7	557.6	476.2	477.7	64.6
Veal, front roll, boneless.....	lb.	139.3	174.0	318.3	352.8	472.8	416.0	426.3	70.4
Lamb, leg roast.....	lb.	109.9	152.8	272.2	322.5	361.0	325.3	340.0	97.3
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	241.0	242.2	289.7	227.7	235.2	63.0
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	271.9	277.5	346.9	263.8	270.7	50.9
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.5	234.9	222.2	223.7	177.2	177.8	65.1
Lard, pure, package.....	lb.	151.3	159.6	192.1	188.3	273.8	139.8	143.5	15.6
Shortening, package.....	lb.	134.7	137.5	221.5	219.5	273.5	212.0	211.3	30.1
Eggs, grade "A", large, carton.....	doz.	156.4	181.3	201.7	193.3	257.9	160.6	192.3	60.1
Milk.....	qt.	111.0	95.4	164.2	166.1	178.9	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	226.7	211.0	251.0	231.5	230.4	62.9
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	226.7	223.0	249.1	261.8	261.0	34.6
Bread, plain, white, wrapped.....	lb.	106.5	106.3	165.1	165.1	185.5	191.8	191.8	12.5
Flour, all-purpose.....	lb.	127.3	124.2	221.2	221.2	227.2	227.2	224.3	7.6
Rolled Oats, package.....	lb.	112.0	114.0	155.2	175.1	199.2	193.2	191.6	12.6
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	164.1	183.6	194.3	195.4	18.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	192.5	172.5	237.2	297.7	299.6	31.6
Peas, 20 oz.....	tin	117.5	121.7	145.8	144.9	159.4	168.8	170.4	21.4
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	186.7	170.5	177.5	193.8	192.8	20.8
Beans, dry.....	lb.	129.4	133.3	260.8	240.9	305.4	297.3	297.3	14.7
Onions, cooking.....	lb.	108.2	126.5	200.0	183.5	202.1	294.5	271.2	14.0
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	210.8	196.4	180.1	408.7	404.7	92.2
Prunes, bulk or in bag.....	lb.	115.8	120.2	187.7	205.2	250.3	238.1	236.4	27.3
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	128.5	133.2	167.9	173.2	172.5	25.7
Oranges, California.....	doz.	132.5	154.3	149.7	148.8	133.7	132.5	130.3	35.7
Lemons.....	$\frac{1}{2}$ doz.	111.3	148.6	143.7	176.1	174.7	178.4	180.3	28.7
Jam, strawberry, 16 oz.....	jar	111.3	115.1	147.3	148.5	166.6	165.4	164.3	27.6
Peaches, 15 oz.....	tin	101.5	106.1	142.1	140.6	154.0	154.0	154.7	23.0
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	142.1	141.4	155.5	159.9	159.9	21.3
Corn Syrup, 2 lb.....	tin	138.0	157.7	179.3	178.7	201.9	210.6	210.6	35.8
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	164.8	202.6	183.8	182.2	11.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	155.6	171.4	210.5	201.1	199.5	12.6
Coffee, medium quality, in bag.....	lb.	141.6	131.7	188.8	272.3	313.2	310.3	310.0	106.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	176.5	181.0	185.4	187.2	187.5	54.7

\* Descriptions and Units of Sale Apply to July 1952 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut (chops or roast), per lb.	Fresh shoulders, hook-off, per lb.	
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	113.0	.....	93.0	68.4	.....	.....	.....	77.7	73.2	69.2
<b>P.E.I.—</b>			a	a	a					
2—Charlottetown.....	97.5	86.6	81.0	68.5	61.8	.....	.....	62.4	52.0	.....
<b>Nova Scotia—</b>			a	a	a					
3—Halifax.....	95.8	89.7	75.3	66.6	67.6	63.5	104.8	65.3	52.4	68.1
4—Sydney.....	98.6	88.9	79.0	70.0	65.9	.....	.....	64.7	53.8	65.4
<b>New Brunswick—</b>			a	a	a					
5—Moncton.....	94.2	90.0	86.5	63.9	61.6	.....	.....	64.0	51.8	64.7
6—Saint John.....	97.5	90.8	81.8	66.5	67.1	59.5	95.0	66.5	51.7	70.5
<b>Quebec—</b>										
7—Chicoutimi.....	119.0	115.3	.....	72.6	67.2	.....	112.0	59.4	56.0	69.5
8—Montreal.....	107.0	102.8	94.3	67.4	65.1	54.3	95.8	61.7	50.4	58.2
9—Quebec.....	109.1	107.6	86.5	63.2	62.4	62.0	102.0	52.5	43.1	59.9
10—Sherbrooke.....	102.2	102.0	89.0	68.3	65.8	66.8	.....	59.9	49.9	63.2
11—Sorel.....	107.9	103.6	90.6	66.4	59.6	.....	.....	57.2	47.4	60.8
12—Three Rivers.....	112.0	100.9	82.8	62.0	57.1	.....	.....	55.7	46.1	60.7
<b>Ontario—</b>										
13—Cornwall.....	90.0	87.9	86.0	61.1	67.9	.....	.....	60.6	49.5	59.0
14—Fort William.....	88.6	86.8	81.3	68.2	68.6	.....	.....	64.8	.....	65.9
15—Hamilton.....	92.6	89.4	87.4	65.1	64.3	70.2	106.7	64.6	46.6	62.3
16—London.....	92.9	91.2	85.8	62.6	63.4	.....	106.8	63.2	47.9	63.0
17—North Bay.....	87.0	85.3	83.2	66.2	62.6	.....	.....	63.7	51.8	66.3
18—Ottawa.....	90.9	88.0	85.5	64.5	63.4	.....	98.0	63.1	47.0	57.4
19—Sault Ste. Marie.....	87.0	86.4	84.5	63.6	68.8	.....	.....	66.8	50.2	63.6
20—Sudbury.....	83.6	83.1	74.0	61.9	62.9	.....	.....	61.7	57.3	58.4
21—Timmins.....	89.9	88.8	82.0	63.7	67.4	82.0	87.7	63.2	50.6	65.8
22—Toronto.....	92.7	88.2	88.0	65.9	62.8	63.2	105.7	64.6	45.7	62.2
23—Windsor.....	85.7	83.4	81.6	60.2	65.9	65.7	.....	62.5	47.7	64.4
<b>Manitoba—</b>										
24—Brandon.....	87.5	79.0	90.0	.....	60.5	.....	.....	56.3	52.0	70.3
25—Winnipeg.....	90.1	85.3	84.1	66.8	64.1	67.2	88.8	62.1	57.7	68.4
<b>Saskatchewan—</b>										
26—Moose Jaw.....	87.5	82.3	83.1	67.7	67.6	78.0	.....	61.0	50.5	74.4
27—Regina.....	90.4	86.3	85.7	66.0	69.4	83.8	94.4	64.8	53.7	78.9
28—Saskatoon.....	80.8	77.6	75.4	59.2	58.9	68.5	.....	57.3	52.2	69.3
<b>Alberta—</b>										
29—Calgary.....	89.7	84.6	89.4	74.0	66.4	86.0	85.1	59.1	53.5	72.8
30—Drumheller.....	84.0	82.0	83.0	62.8	62.0	.....	.....	63.0	52.4	78.5
31—Edmonton.....	81.2	77.5	80.9	56.8	62.9	79.4	80.2	57.0	49.2	72.5
<b>British Columbia—</b>										
32—Prince Rupert.....	99.5	95.0	99.0	.....	65.0	.....	102.5	66.5	65.0	85.6
33—Trail.....	97.6	91.4	94.6	71.1	73.2	.....	99.5	70.0	61.0	80.4
34—Vancouver.....	102.0	90.6	91.4	70.6	69.9	85.7	89.5	67.9	54.9	76.9
35—Victoria.....	99.5	92.1	93.9	69.9	70.6	.....	101.9	68.4	53.5	78.0



# FOODS AND COAL BY CITIES, JULY, 1952

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese plain, mild, per ½-lb. package	Bread, plain, white, sliced, wrapped, per lb.	Flour, all purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>										
1—St. John's.....		34.8	74.8	32.0	76.7	36.3	12.0	8.7	15.9	20.7
<b>P.E.I.—</b>										
2—Charlottetown.....	17.3	31.4	56.2	17.0	65.2	36.6	13.6	8.2	11.9	19.1
<b>Nova Scotia—</b>										
3—Halifax.....	16.8	29.9	64.9	20.5	65.7	35.6	12.8	8.2	13.8	18.7
4—Sydney.....	16.0	30.2	64.5	22.0	67.1	36.9	14.0	8.5	13.6	19.3
<b>New Brunswick—</b>										
5—Moncton.....	16.0	30.1	63.5	20.0	65.1	35.5	12.0	8.1	13.0	18.4
6—Saint John.....	18.0	30.8	66.2	21.0	66.3	36.4	12.7	8.2	13.4	18.6
<b>Quebec—</b>										
7—Chicoutimi.....	18.1	33.2	62.9	20.0	60.6	37.0	15.2	8.3	.....	18.8
8—Montreal.....	16.1	30.5	62.6	20.0	59.9	34.9	12.0	7.4	12.6	17.4
9—Quebec.....	15.1	30.4	63.0	20.0	61.0	35.2	12.0	7.3	12.8	17.9
10—Sherbrooke.....	20.8	30.2	60.4	20.0	60.1	34.9	12.4	7.9	12.8	18.2
11—Sorel.....	15.8	30.5	56.7	19.0	60.8	33.2	12.0	7.5	13.3	17.7
12—Three Rivers.....	15.4	28.2	62.0	19.0	60.1	34.2	11.3	7.4	13.5	17.4
<b>Ontario—</b>										
13—Cornwall.....	15.1	29.2	61.1	18.0	61.4	34.2	12.0	7.3	12.9	18.0
14—Fort William.....	14.7	29.5	59.0	22.0	60.7	36.1	13.3	7.0	12.0	18.9
15—Hamilton.....	15.7	30.0	59.8	22.0	62.7	33.8	12.0	7.8	12.6	17.3
16—London.....	16.6	29.3	57.0	21.0	63.0	34.0	12.0	7.8	12.4	17.7
17—North Bay.....	17.6	31.2	65.3	22.0	63.4	34.6	12.7	7.8	13.6	19.2
18—Ottawa.....	15.7	29.7	61.9	21.8	61.8	34.5	12.0	7.6	12.3	17.5
19—Sault Ste. Marie.....	17.2	30.3	64.8	23.0	63.8	34.9	13.3	7.8	12.8	18.8
20—Sudbury.....	15.9	29.7	63.7	23.0	62.1	34.0	12.7	7.9	13.3	18.2
21—Timmins.....	16.1	28.6	62.6	25.0	62.4	34.0	12.0	7.8	12.6	18.5
22—Toronto.....	16.3	28.9	60.8	22.0	62.4	33.2	12.0	7.6	11.9	17.4
23—Windsor.....	15.6	30.2	59.0	22.0	63.1	34.0	12.0	8.1	13.0	17.5
<b>Manitoba—</b>										
24—Brandon.....	14.4	29.9	53.8	19.0	60.4	34.8	12.4	7.4	12.6	18.8
25—Winnipeg.....	15.0	29.8	53.3	20.0	60.9	35.1	14.0	7.1	11.5	17.9
<b>Saskatchewan—</b>										
26—Moose Jaw.....	14.8	30.6	48.3	19.7	60.6	34.2	12.8	7.2	12.2	17.8
27—Regina.....	13.8	31.9	49.9	19.0	60.2	35.6	12.8	7.1	12.3	18.7
28—Saskatoon.....	13.9	30.2	50.6	20.0	61.0	34.6	12.0	7.0	11.6	17.5
<b>Alberta—</b>										
29—Calgary.....	12.2	31.0	56.5	21.0	62.3	33.7	12.8	7.2	12.0	18.1
30—Drumheller.....	14.2	34.0	55.0	22.0	62.9	35.8	12.8	7.6	12.6	18.1
31—Edmonton.....	13.8	31.3	54.3	20.0	63.8	34.5	12.0	7.1	12.0	17.7
<b>British Columbia—</b>										
32—Prince Rupert.....	16.7	31.6	62.9	31.0	65.8	36.1	15.0	8.1	12.6	18.8
33—Trail.....	16.6	36.3	63.5	25.0	64.2	36.5	16.0	7.5	12.4	18.1
34—Vancouver.....	14.9	29.9	59.0	21.8	64.8	35.0	14.9	7.3	11.6	17.5
35—Victoria.....	16.4	29.8	63.5	24.0	64.7	35.2	14.9	7.5	11.8	18.0

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288 s, per dozen	Lemons, 300's, per 1 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	35.8	23.7	24.9	13.9	13.6	102.2	26.9	27.1	44.7	....	64.0
<b>P.E.I.—</b>											
2—Charlottetown.....	29.0	22.1	22.6	14.5	14.2	69.2	k 25.0	n 28.1	44.7	34.0	55.8
<b>Nova Scotia—</b>											
3—Halifax.....	33.9	22.4	21.7	15.7	13.2	98.7	k 26.6	n 25.8	36.9	28.1	53.6
4—Sydney.....	33.8	22.5	23.4	14.2	14.7	91.9	k 28.5	k 27.4	37.8	32.0	55.2
<b>New Brunswick—</b>											
5—Moncton.....	30.5	21.9	21.2	14.4	14.3	75.4	k 26.3	k 25.7	35.7	30.3	53.6
6—Saint John.....	32.5	21.5	20.5	15.2	13.9	95.8	k 26.5	k 28.4	38.4	31.7	54.4
<b>Quebec—</b>											
7—Chicoutimi.....	31.8	22.3	20.7	.....	18.0	96.4	.....	.....	37.2	27.4	59.8
8—Montreal.....	29.8	19.4	20.3	14.4	14.3	84.3	k 28.8	k 24.6	33.9	27.2	50.8
9—Quebec.....	31.3	20.5	18.8	13.7	14.5	84.2	k 27.1	n 26.2	32.7	29.1	54.1
10—Sherbrooke.....	30.5	22.5	21.1	14.1	15.3	99.0	n 28.9	n 26.1	38.7	27.4	54.7
11—Sorel.....	30.2	19.4	19.2	13.3	15.5	90.4	26.9	24.5	38.1	28.7	49.3
12—Three Rivers.....	29.7	20.8	19.4	13.2	13.7	87.0	27.5	24.9	33.6	28.3	52.7
<b>Ontario—</b>											
13—Cornwall.....	30.3	20.3	19.8	12.5	14.2	92.0	k 28.6	n 24.3	32.1	28.6	51.2
14—Fort William.....	31.7	21.1	19.0	15.1	13.8	98.9	k 26.7	n 24.7	38.1	29.8	54.3
15—Hamilton.....	31.6	19.9	19.2	16.2	14.4	97.2	k 28.3	n 25.3	37.2	30.1	48.7
16—London.....	30.2	20.8	19.9	14.6	13.7	94.8	k 27.3	n 24.2	31.2	28.3	48.6
17—North Bay.....	35.5	23.2	21.8	12.7	14.1	103.8	24.7	n 26.5	33.9	27.5	52.4
18—Ottawa.....	32.4	21.1	18.5	13.8	13.6	94.6	k 27.1	n 27.2	28.8	26.1	49.2
19—Sault Ste. Marie.....	32.0	21.9	20.2	13.7	15.0	101.9	i 30.3	k 24.9	30.0	30.2	51.7
20—Sudbury.....	33.5	21.2	19.7	13.3	15.1	98.7	k 27.2	k 25.9	32.4	30.0	50.3
21—Timmins.....	33.7	21.4	20.0	14.2	15.1	102.0	n 27.0	n 24.6	37.5	32.8	54.4
22—Toronto.....	29.9	19.3	18.7	15.8	12.4	93.7	k 27.4	k 24.5	30.9	27.3	48.1
23—Windsor.....	27.0	20.7	18.7	14.5	12.2	91.9	i 29.6	n 24.1	33.6	30.2	51.4
<b>Manitoba—</b>											
24—Brandon.....	33.9	23.5	22.3	15.7	16.8	86.4	k 28.3	k 29.2	42.9	27.8	t 67.0
25—Winnipeg.....	31.9	22.2	20.6	15.1	14.3	98.1	k 27.4	k 27.0	37.8	p 25.4	t 67.2
<b>Saskatchewan—</b>											
26—Moose Jaw.....	33.5	22.2	22.6	13.9	14.8	92.4	k 26.0	k 27.4	35.4	29.7	t 70.2
27—Regina.....	34.7	21.4	23.7	15.8	14.9	95.6	k 24.8	k 29.2	37.5	31.4	t 71.2
28—Saskatoon.....	31.7	22.6	23.6	15.8	17.2	80.4	k 28.1	k 27.6	40.8	33.3	t 67.7
<b>Alberta—</b>											
29—Calgary.....	32.8	21.2	23.1	15.5	15.2	87.4	k 27.8	k 25.9	34.2	30.7	t 68.1
30—Drumheller.....	36.0	20.3	24.3	15.3	14.4	96.3	k 25.5	k 26.9	35.1	30.7	t 74.7
31—Edmonton.....	34.4	20.7	24.0	14.7	15.8	68.5	k 26.8	k 26.3	36.9	27.8	t 67.8
<b>British Columbia—</b>											
32—Prince Rupert.....	33.4	m 20.4	m 21.2	16.7	13.2	93.9	n 27.1	n 25.5	44.4	26.8	t 70.1
33—Trail.....	34.0	m 23.0	m 23.0	17.3	15.1	83.6	k 26.7	n 27.0	38.7	34.7	t 70.4
34—Vancouver.....	32.1	m 19.7	m 19.4	15.2	11.1	71.7	k 23.1	n 23.8	35.4	p 22.7	t 61.2
35—Victoria.....	31.0	m 19.2	m 20.0	15.9	12.7	83.9	k 26.7	n 24.6	31.2	p 22.1	t 65.2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported

# FOODS AND COAL BY CITIES, JULY, 1952

Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medi- um, per lb. pack- age	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
<b>Newfoundland—</b>									
1—St. John's.....	50.4	51.6	43.9	12.1	.....	119.0	61.7	.....	23.04
<b>P.E.I.—</b>									
2—Charlottetown.....	23.4	45.4	39.0	11.7	11.7	118.4	51.6	.....	17.00
<b>Nova Scotia—</b>									
3—Halifax.....	23.4	46.5	37.5	10.4	12.1	113.2	51.6	.....	19.00
4—Sydney.....	23.6	49.5	38.5	11.5	12.5	117.8	51.3	.....	13.35
<b>New Brunswick—</b>									
5—Moncton.....	22.7	41.5	37.7	11.1	12.0	110.8	51.1	.....	18.50
6—Saint John.....	22.3	45.1	37.7	10.9	11.7	113.8	52.6	.....	19.66
<b>Quebec—</b>									
7—Chicoutimi.....	.....	53.8	37.1	11.9	12.3	118.0	59.5	26.72	.....
8—Montreal.....	22.5	43.0	34.2	10.3	11.8	108.0	56.4	27.17	.....
9—Quebec.....	21.9	47.9	35.3	10.5	11.2	110.6	57.2	26.25	.....
10—Sherbrooke.....	21.5	42.0	35.2	10.8	11.8	110.6	58.3	26.00	.....
11—Sorel.....	20.7	44.7	34.4	10.4	10.9	109.8	55.0	25.33	.....
12—Three Rivers.....	24.7	44.1	35.4	10.9	10.8	109.9	56.3	25.50	.....
<b>Ontario—</b>									
13—Cornwall.....	22.0	41.0	34.3	10.8	11.8	109.4	55.7	27.00	.....
14—Fort William.....	21.8	42.6	38.4	12.1	12.7	103.8	53.7	25.82	.....
15—Hamilton.....	22.0	37.1	33.7	10.8	13.0	105.1	55.8	25.00	.....
16—London.....	22.1	41.2	34.0	11.0	12.4	104.7	55.5	25.00	.....
17—North Bay.....	23.5	43.0	36.7	12.1	13.2	118.6	55.5	27.50	.....
18—Ottawa.....	21.7	41.8	32.1	10.6	12.0	105.6	55.4	26.50	.....
19—Sault Ste. Marie.....	23.0	38.4	37.1	11.1	12.4	102.5	57.2	25.50	.....
20—Sudbury.....	21.8	38.3	36.0	11.5	12.4	104.4	55.1	26.50	.....
21—Timmins.....	22.9	43.0	35.2	11.8	13.0	103.9	55.1	28.50	.....
22—Toronto.....	21.4	41.7	33.0	10.4	12.5	102.2	54.3	24.25	.....
23—Windsor.....	21.8	42.1	33.9	11.7	12.8	103.0	55.0	25.00	.....
<b>Manitoba—</b>									
24—Brandon.....	26.4	47.1	38.2	13.7	14.6	106.4	53.7	.....	18.50
25—Winnipeg.....	23.3	46.0	36.8	13.3	14.7	99.8	52.8	.....	20.15
<b>Saskatchewan—</b>									
26—Moose Jaw.....	25.0	45.0	38.4	13.4	14.9	100.4	53.0	.....	17.25
27—Regina.....	25.2	47.0	39.8	13.4	15.0	102.8	53.2	.....	18.10
28—Saskatoon.....	24.1	48.6	37.3	14.2	15.2	98.3	51.2	.....	16.50
<b>Alberta—</b>									
29—Calgary.....	25.6	42.0	38.3	12.8	14.1	100.1	53.2	.....	15.08
30—Drumheller.....	26.4	45.0	41.0	13.1	14.9	103.9	53.7	.....	.....
31—Edmonton.....	24.9	44.5	37.7	12.8	14.3	105.6	53.2	.....	8.30
<b>British Columbia—</b>									
32—Prince Rupert.....	24.6	41.6	38.2	12.2	14.2	101.6	54.4	.....	22.90
33—Trail.....	26.1	44.2	37.0	12.9	14.7	98.9	53.9	.....	19.25
34—Vancouver.....	24.5	37.2	35.2	10.7	12.6	96.7	52.4	.....	20.41
35—Victoria.....	23.5	38.7	35.4	11.1	12.9	101.0	52.8	.....	20.96

(g) Mixed—carton and loose. (h) Evaporated milk 18.0c per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.



TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)  
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Federal Labor Department	Cost of Living	Cost of Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	Jan. 1952	Aug., 1947	1949	1938	1935	June, 1914	June-Aug., 1939	1938	1936-39 = 1000	1st Quarter of 1949 = 1000
1922	(a) 120.4	(b) 119.7		(i) 183	(l) 185				(c) 164		110.1	(d) 110.1	
1926	121.8	126.4		(i) 172	185				162	125	106.3	(f) 106.3	
1929	121.7	122.5		(i) 164	176				118	118	106.6	1150	
1933	94.4	92.4		(i) 140	151	(q) 108			131	99	93.2		
1939	101.5	99.4		(i) 158	178			(k) 107.5	103	103	99.9	1029	748
1940	105.6	100.2	100.0	(i) 184	205	129		122.5	151	113	103.4	1051	782
1941	111.7	105.2	100.7	(i) 199	226	150		141.7	174	138	108.2	1111	810
1944	118.9	(n) 125.7	104.4	(i) 201	295	285		158.2	207	279	128.8	1270	872
1945	119.5	(n) 128.6	213.5	(i) 203	295	393		157.5	209	293	132.2	1270	884
1946	123.6	(n) 139.5	266.7	(i) 203	291	645		160.3	208	287	134.1	1278	891
1947	135.5	(n) 159.6	300.3	(i) 203	1030		4575	162.1	217	279	139.7	1309	919
1948	155.0	(n) 171.9	318.9	(i) 108	(p) 99	1632		172.4	224	281	147.8	1392	992
1949	160.8	(n) 170.2	336.0	(i) 111	(p) 100	1818		175.9	222	278	153.2	1528	1009
1950	166.5	(n) 171.9	356.2	(i) 114	(p) 101	1945		177.7	(e) 1159.1	293	159.3	1669	1066
1951	184.5	(n) 171.9		(i) 124	(p) 109	(s) 130.1		207.5	(e) 1166.7	319	171.0	1906	1183
July	187.6	185.5	417.0	(i) 126		130.0		209.5	167.3	318	172.2		
August	188.9	185.5	412.2	(i) 127	111	131.2		210.6	168.3	319	172.1		
September	189.8	185.6	412.6	(i) 128		133.0		213.3	168.8	321	172.3		1207
October	190.4	187.4	423.3	(i) 129		135.7		215.5	169.9	322	172.2		
November	191.2	188.6	428.2	(i) 129	113	140.4		216.6	170.8	327	173.4		
December	191.1	189.1		(i) 130		142.9		217.3	171.0	328	179.5		
1952	191.5	189.1		(i) 132		145.9		217.7	170.5	331	181.6		1237
January	190.8	187.9		(o) 100.1	114	148.5		218.5	170.8	329	181.9		
February	189.1	188.0		100.6		148.1		220.3	170.8	325	182.1		
March	188.7	188.7		102.2		146.6		223.1	170.8	322	183.5		1253
April	186.7	189.0		102.2		144.5	(k) 5475		170.8	322	185.1		
May	187.3	189.6				143.1	5501		171.3				
June	187.3	189.6											
July	188.0												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-50 are on base 1938 = 100. (s) New series on base 1949 = 100.

**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	June 1951	May 1952	June 1952
<b>All Commodities</b>										
Classified According to Chief Component Material										
I. Vegetable Products	83.4	166.0	124.6	87.4	99.2	211.2	240.2	243.0	224.8	226.5
II. Animals and Their Products	79.8	175.6	125.7	81.4	89.1	202.0	218.6	218.2	212.4	212.2
III. Fibres, Textiles and Textile Products	94.4	169.3	145.2	79.1	100.6	251.3	297.7	309.4	242.1	245.7
IV. Wood, Wood Products and Paper	81.6	220.4	128.1	97.8	98.9	246.7	295.9	307.8	251.8	252.8
V. Iron and Its Products	88.7	123.7	130.3	87.2	107.5	258.3	295.5	293.3	286.2	285.9
+VI. Non-Ferrous Metals and Their Products	72.3	164.5	98.2	89.5	104.8	183.6	208.7	206.8	218.3	218.2
VII. Non-Metallic Minerals and Their Products	133.9	193.0	134.9	87.5	100.0	159.5	180.6	185.1	173.1	171.5
VIII. Chemicals and Allied Products	66.7	96.6	109.0	99.1	99.7	164.8	169.8	169.3	174.4	173.8
	79.8	149.5	120.2	102.4	100.3	157.8	187.3	189.1	180.8	177.9
<b>Classified According to Degree of Manufacture</b>										
I. All Raw (or partly manufactured)	85.1	154.4	126.1	79.3	94.9	212.8	237.9	244.0	220.2	220.6
II. All Manufactured (fully or chiefly)	86.2	169.8	123.7	93.3	101.9	211.0	242.4	243.6	228.1	230.6
*General Building Materials	76.2	125.9	112.6	89.1	102.0	249.9	289.8	290.2	286.9	286.7
Residential Building Materials			112.4	89.0	102.3	242.7	286.2	289.2	284.4	284.0
Canadian Farm Products Total			140.8	69.3	92.6	236.7	265.1	272.6	244.3	249.5
Field			137.2	69.3	83.7	191.9	193.4	192.0	223.2	227.6
Animal			144.4	69.2	101.5	281.4	336.9	353.1	265.4	271.4

† Gold is included from 1935 to date.  
 \* Arithmetically converted from base 1926 = 100.  
 The indexes for 1952 are subject to revision.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1952*</b>						
January.....	15‡	15	5,749‡	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
May.....	28	42	14,434	22,973	247,733	0.27
June.....	27	40	44,704	59,364	708,382	0.77
July.....	24	47	8,802	55,737	881,318	0.95
Cumulative totals.....	143		97,324		2,204,363	0.34
<b>1951</b>						
January.....	18‡	18	6,255‡	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
May.....	32	40	7,250	8,038	35,167	0.04
June.....	41	53	15,289	15,937	128,510	0.14
July.....	18	36	7,326	11,249	119,598	0.13
Cumulative totals.....	165		49,126		347,525	0.05

\*Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1952<sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1952				
LOGGING— Loggers, lumber and wood products factory workers, British Columbia coastal regions.	.....	33,500	670,000	Commenced June 15; for a new agreement providing for increased wages, pay for nine statutory holidays, union shop, pension and welfare plans and pay for travelling time following reference to concilia- tion board; terminated July 29; mediation; compromise.
MANUFACTURING— <i>Rubber and Its Products—</i> Rubber factory workers, Hamilton, Ont.	1	1,350	29,000	Commenced June 3; for a new agree- ment providing for increased wages and pension plan following reference to conciliation board; unternminated
Rubber factory office workers, Bowmanville, Ont.	1	65	1,400	Commenced June 5; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; terminated July 31; nego- tiations; compromise.
<i>Textiles, Clothing, etc.—</i> Rayon factory workers, Louiseville, P.Q.	1	452	11,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; partial return of workers; unternminated.
Clothing factory workers, Sherbrooke, P.Q.	1	200	4,000	Commenced March 13; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and guaranteed 36-hour week fol- lowing reference to arbitration board; partial return of workers; unternminated.
Cotton factory workers, Montreal and Valleyfield, P.Q.	6	5,374	13,000	Commenced April 2; for a new agree- ment providing for increased wages following reference to arbitration board; terminated July 4; concilia- tion and negotiations; com- promise.
Weavers, St. Hyacinthe, P.Q.	1	(3) 12	36	Commenced June 16; protesting in- crease in number of machines to be tended; terminated July 4; return of workers pending conciliation; indefinite.
Textile printers, Verdun, P.Q.	1	45	990	Commenced June 19; protesting dismissal of two workers; un- terminated.
<i>Miscellaneous Wood Products—</i> Wood products factory workers, Goderich, Ont.	1	(4) 39	450	Commenced June 2; for a new agree- ment providing for increased wages and pay for two additional statu- tory holidays following reference to arbitration board; terminated July 17; negotiations; compromise.
<i>Metal Products—</i> Metal factory workers, Elora, Ont.	1	116	325	Commenced June 4; for a new agree- ment providing for increased wages seniority, union shop, pay for additional statutory holidays and extension of vacation plan; termi- nated July 4; return of workers pending further negotiations; in- definite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1952<sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1952—Continued				
Machinery factory workers, Orillia, Ont.	1	280	800	Commenced June 12; for a union agreement providing for increased wages and incorporation of cost-of-living bonus in basic wage following reference to conciliation board; terminated July 4; conciliation; compromise.
Forged tools factory workers, St. Catharines, Ont.	1	78	1,700	Commenced June 12; for a new agreement providing for increased wages and other changes following reference to conciliation board; untermiated.
Aluminum and magnesium alloy casting factory workers, Renfrew, Ont.	1	130	2,300	Commenced June 16; for a union agreement providing for increased wages following reference to conciliation board; terminated July 25; conciliation; compromise.
<i>Non-Metallic Minerals, Chemi- cals, etc.—</i> Vitreous tile factory workers, Kingston, Ont.	1	160	3,000	Commenced March 20; for a new agreement providing for increased wages, union shop, pension and hospital plans following reference to conciliation board; untermiated
<i>Miscellaneous Products—</i> Bedding factory workers, Montreal, P.Q.	1	380	5,600	Commenced March 26; for a union agreement providing for increased wages, check-off, payment for seven statutory holidays, etc., following reference to arbitration board; terminated July 24; return of workers and replacement; in favour of employer.
Stamp and stencil factory workers, Hamilton, Ont.	1	12	250	Commenced May 20; alleged discrimination in lay-off of workers; untermiated.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Moose Jaw and Regina, Sask.	.....	500	2,500	Commenced June 2; for new agree- ments providing for increased wages pending reference to con- ciliation board; terminated July 4 and 11; conciliation; compromise.
Carpenters, painters and decorators, labourers, British Columbia.	.....	3,000	60,000	Commenced June 6; for new agree- ments providing for increased wages following reference to con- ciliation board; untermiated.
Construction equipment operators, Sault Ste. Marie, Ont.	4	30	90	Commenced June 25; for a union agreement; terminated July 4; conciliation; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electricity and Gas—</i> Rural electrification labourers, Grand River, St. Peters area, N.S.	1	68	1,700	Commenced June 24; for increased wages; untermiated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1952<sup>(1)</sup>—Continued**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1952—Continued				
TRADE— Department store clerks, Montreal, P.Q.	1	1,035	20,000	Commenced May 2; for a union agreement providing for increased wages and time and one-half for overtime following reference to arbitration board; terminated July 26; negotiations; compromise.
SERVICE— <i>Business and Personal—</i> Waitresses, Timmins, Ont.	1	11	280	Commenced May 23; for a union agreement providing for increased wages; untermiated.
Cleaners and dyers, Winnipeg, Man.	1	98	2,000	Commenced June 12; for union recognition and agreement; partial return of workers; untermiated.
Strikes and Lockouts Commencing During July, 1952				
FISHING AND TRAPPING— Salmon fishermen, British Columbia.	.....	6,000	24,000	Commenced July 21; dispute <i>re</i> prices for salmon; terminated July 24; negotiations; compromise.
MINING— Copper refiners, Montreal, P.Q.	1	500	8,000	Commenced July 14; for a union agreement; untermiated.
Coal miners, Blairmore, Alta.	1	60	60	Commenced July 16; protesting penalty deductions for quitting work before end of shift; terminated July 16; return of workers pending negotiations; indefinite.
Coal miners, Sydney Mines, N.S.	1	18	54	Commenced July 21; dispute <i>re</i> pushing coal to second cross-cut; terminated July 24; return of workers; in favour of employer.
Granite quarry workers, Beebe, P.Q.	1	55	220	Commenced July 28; for a union agreement providing for increased wages, two weeks' vacations with pay and pay for five statutory holidays following reference to arbitration board; untermiated.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Canning factory workers, Sardis, B.C.	1	172	688	Commenced July 22; for a new agreement providing for increased wages following reference to conciliation board; terminated July 25; negotiations; compromise.
<i>Tobacco and Liquors—</i> Brewery workers, Calgary, Alta.	2	208	400	Commenced July 3; for a new agreement providing for increased wages and term of agreement following reference to arbitration board; terminated July 4; negotiations; compromise.
<i>Printing and Publishing—</i> Lithographers, Vancouver, B.C.	2	90	360	Commenced July 28; for new agreements providing for increased wages following reference to conciliation board; untermiated.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1952<sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts commencing during July, 1952—Continued				
Miscellaneous Wood Products— Furniture factory workers, Durham, Ont.	1	137	1,300	Commenced July 21; for a union agreement providing for increased wages, union security, two weeks' vacations with pay and pay for seven statutory holidays following reference to conciliation board; untermiated.
Wood products factory workers, St. Stephen, N.B.	1	50	300	Commenced July 24; for a new agree- ment providing for increased wages, two weeks' vacations with pay after 10 years and time and one-half after 48 hours per week; untermi- nated.
Metal Products— Metal products factory workers, Waterloo, Ont.	1	300	6,300	Commenced July 3; for a new agree- ment providing for increased wages, union shop, reduced hours from 45 to 40 per week and seniority following reference to conciliation board; untermiated.
Automotive parts factory workers, Oshawa, Ont.	1	300	225	Commenced July 9; protesting two- day-penalty suspension of a worker for failure to perform certain duties; terminated July 9; return of workers; in favour of employer
Small arms factory workers, Drummondville, P.Q.	1	47	800	Commenced July 9; for a union agreement providing for increased wages and pay for statutory holidays; untermiated.
Structural steel fabricators, Eastview, Ont.	1	(5) 60	450	Commenced July 22; for a new agreement providing for increased wages following reference to con- ciliation board; untermiated.
Foundry workers, New Glasgow, N.S..	1	60	210	Commenced July 28; protesting suspension of a helper for refusal to work on two floors instead of one; untermiated.
Shipbuilding— Welders, Lauzon, P.Q.	1	(6) 143	1,900	Commenced July 15; for a new agreement providing for increased wages following reference to arbi- tration board; untermiated.
Welders, Lauzon, P.Q.	1	80	80	Commenced July 18; sympathy with welders at neighbouring yard; ter- minated July 19; return of workers; in favour of employer.
CONSTRUCTION— Buildings and Structures— Lathers, London, Ont.	.....	16	350	Commenced July 2; for a new agree- ment providing for increased wages; untermiated.
Lathers, Toronto, Ont.	.....	192	4,200	Commenced July 2; for new agree- ments providing for increased wages; untermiated.
Painters, Regina, Sask.	7	70	70	Commenced July 14; for new agree- ments providing for increased wages; terminated July 14; negoti- ations; in favour of workers.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1952<sup>(1)</sup>—Concluded**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts commencing during July, 1952—Concluded				
Painters, Montreal, P.Q.	1	14	100	Commenced July 21; for a union agreement providing for increased wages; terminated by July 30; replacement; in favour of employer.
Bricklayers, Oakville, Ont.	1	25	200	Commenced July 22; protest against punching time clock; unterminated
TRANSPORTATION— Steam Railways— Sectionmen, Potter, Ont.	1	70	200	Commenced July 17; for increased wages; terminated by July 21; return of workers and replacement; in favour of employer.
TRADE— Paper salvage workers, Toronto, Ont.	2	135	430	Commenced July 3; for a new agreement providing for increased wages following reference to conciliation board; terminated July 9; negotiations; compromise.

(<sup>1</sup>) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(<sup>2</sup>) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(<sup>3</sup>) 52 indirectly affected;

(<sup>4</sup>) 10 indirectly affected;

(<sup>5</sup>) 25 indirectly affected;

(<sup>6</sup>) 553 indirectly affected.

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# Current

## LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (Oct. 11)

*By Economics and Research Branch,  
Department of Labour*

During September the employment situation improved in all regions, particularly in British Columbia. The number of job applications registered with the National Employment Service declined by 16,800 from 157,200 to 140,400, the lowest figure so far this year. In the field of industrial relations, collective agreements were reached in pulp and paper, marine construction and grain elevators. At the end of September, negotiations were still in progress between the railways and their non-operating employees.

### Employment Conditions

The job applications total of 140,400 at September 25 represents 3.5 per cent of all paid workers. This compares with 3.9 per cent at the end of August and 3.4 per cent at the corresponding date in 1951. The weekly overall decline in applications for employment was most pronounced during the first week in September but, towards the end of the month, had dropped to a relatively small figure, indicating that, perhaps, the lowest point for the year had been reached.

In the Ontario region, the number of job applications dropped to 41,800, which was 2,400 fewer than a year earlier. This total is 2.7 per cent of all paid workers and compares with 3 per cent at the same time in 1951. The most important factors responsible for the improved employment situation in this region were increased activity in construction and in some manufacturing industries.

In British Columbia, the number of job applications decreased from 31,500 to 23,900. This decline of 7,600, the greatest for any region, was, to an important extent, attributable to sharp reductions in registrations of loggers and bushmen, lumber workers and construction workers. At September 25, the applications for employment represented 6.2 per cent of all paid workers, the highest for any region. This compares with 6.4 per cent at the corresponding date in 1951.

In the Quebec region, the number of job applications fell from 46,900 to 42,800, a decrease of 4,100. Increased activity in logging was an important factor in this improvement. At September 25, the total of job applications was 3.7 per cent of paid workers, compared with 3.1 per cent at the same date in 1951.

In the Prairie region, where harvesting and construction operations resulted in the continuance of heavy demands for workers, the number of job applications decreased from 15,900 to 14,300, a drop of 1,600. The September 25 total represents 2.6 per cent of paid workers, the lowest percentage for any region, and compares with 2.7 per cent at the corresponding date in 1951. The labour supply situation is tight in most areas.

In the Atlantic region, the number of job applications declined by only 600, from 18,200 to 17,600, rising from 17,000 at the middle of the month. At September 25, the total of job applications amounted to 4.6 per cent of paid workers, compared with 3.8 per cent in 1951.

The following table shows the number of job applications registered with the National Employment Service on the dates indicated:—

Region	Sept. 25, 1952	Aug. 28, 1952	Sept. 27, 1951
Atlantic. . . . .	17,600	18,200	14,700
Quebec. . . . .	42,800	46,900	34,900
Ontario. . . . .	41,800	44,700	44,200
Prairie. . . . .	14,300	15,900	13,500
Pacific. . . . .	23,900	31,500	23,700
Canada. . . . .	140,400	157,200	131,000

The main factors responsible for the higher employment levels in September were harvesting of the bumper wheat crop in the Prairies, the high level of construction activity in most regions, and increased production in consumer goods industries. Employment levels were also rising in producer goods industries and in industries producing basic materials.

The Prairie wheat crop is estimated by the Dominion Bureau of Statistics at 651,000,000 bushels, an increase of nearly 20 per cent over the previous record of 545,000,000 bushels, established in 1928. More than 2,000 workers were brought from the East, under Federal-Provincial Farm Agreements, to assist in the harvesting.

Construction continued at a rapid pace in September, resulting in shortages of certain types of tradesmen in some areas. Contracts awarded during the first eight months of 1952 totalled more than \$1.2 billion. Although this figure was nearly \$500 million below the total for the corresponding period in 1951, it was much higher than in 1949 and 1950.

Sales statistics provide some indication of the reasons for the higher employment levels in consumer goods industries. Retail sales in July, 1952, were 11.5 per cent higher than in July, 1951. Department store sales in August, 1952, were 13.3 per cent higher than in August, 1951, while inventories, at the beginning of July, were down 16 per cent compared with a year earlier. Wholesale sales were 10.5 per cent higher in July, 1952, than in July, 1951, and inventories were 5.5 per cent lower than in 1951. This indicates that increased consumer purchases are being felt at the manufacturers' level.

During the July-to-September quarter of 1952, industrial expansion projects in manufacturing resulted in the creation of more than 12,000 new jobs, largely in the Mont-

real and Toronto metropolitan areas. This expansion program, the greatest since 1948, is largely concentrated in the defence sector of the economy. About 75 per cent of these new jobs are in the aircraft, electrical apparatus, and iron and steel industries. In the aircraft industry alone, new aircraft engine plants in the Montreal and Toronto metropolitan areas will each require about 3,000 workers.

In September, non-seasonal lay-offs were light. No industry-wide lay-offs of a continuing nature occurred, most lay-offs resulting from seasonal declines. In the automobile industry, 4,700 workers in Windsor were laid off because of model change-overs.

## Industrial Relations

Among the more important collective agreements concluded in major industries during September was the two-year agreement between the operators, represented by the Lakehead Terminals Association, and Lodge 650 of the Brotherhood of Railway and Steamship Clerks (AFL-TLC) (L.G., Sept., p. 1190A).

The Shipworkers strike at Lauzon, Que., was settled September 12. Under a new two-year contract, the 2,500 workers, represented by the CCCL, will receive an immediate wage increase of twelve cents an hour and an additional three cents an hour after December 15, 1952. At Sorel, an agreement was reached between representatives of Sorel Industries Limited and the Marine Workers National Syndicate (CCCL). The new contract provides for a 10-cent across-the-board hourly wage raise, retroactive to July 21, and a further 5-cent raise next December 1; it also includes a cost-of-living escalator clause which provides for any increase above 195 in the index, and two weeks' annual vacation for employees with five years or more service. The contract runs for two years, until July 21, 1954. A strike, which has lasted six weeks, at another marine construction yard in Montreal is still unsettled.

A wage increase of four cents an hour was granted to 12,000 employees, represented by nine AFL-TLC unions, in a new agreement signed with 12 Ontario pulp and paper companies. The new contract, which runs until April 30, 1953, provides for a wage increase of four cents an hour, effective May 1, 1952, and another increase of four cents an hour at November 1, 1952. In British Columbia, 5,000 pulp and paper workers received an increase of ten cents an hour. This incorporates a five-cent cost-of-living bonus, a new cost-of-

living escalator clause providing for a one cent increase for each 1.3 point rise in the index, and an additional statutory holiday, bringing the total to six. This new con-

tract, which runs for one year, was signed by representatives of six major companies and two AFL-TLC unions on the West Coast.

## CURRENT LABOUR STATISTICS

(Latest available statistics as of October 10, 1952)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Aug. 16	5,419,000	—	+1.4
Persons with jobs (a).....	Aug. 16	5,333,000	—	+1.3
Persons without jobs and seeking work (a)...	Aug. 16	86,000	—	+11.7
Registered for work, N.E.S.				
Atlantic.....	Oct. 2	17,206	-1.6	+9.1
Quebec.....	Oct. 2	44,251	-5.6	+21.8
Ontario.....	Oct. 2	42,174	-5.8	-4.6
Prairie.....	Oct. 2	14,970	-6.0	+10.5
Pacific.....	Oct. 2	23,538	-25.2	-0.4
Total, all regions.....	Oct. 2	142,839	-9.2	+9.1
Ordinary claims for Unemployment Insurance benefit.....	Sept. 1	101,980 (c)	-9.4	+26.1
Amount of benefit payments.....	August	\$6,238,800	-0.9	+69.8
Index of employment (1939 = 100).....	Aug. 1	188.1	+1.4	+2.1
Immigration.....	August	11,285	-32.4	+8.0 (b)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	September	203,245	—	+277.8 (b)
No. of workers involved.....	September	15,045	—	+46.3 (b)
No. of strikes.....	September	41	—	-17.2 (b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	Aug. 1	\$53.87	-0.2	+7.4
Average hourly earnings (mfg.).....	Aug. 1	\$1.29	+0.3	+8.3
Average hours worked per week (mfg.).....	Aug. 1	41.1	-0.5	-0.7
Average weekly earnings (mfg.).....	Aug. 1	\$53.02	-0.2	+7.5
Cost-of-living index (av. 1935-39 = 100).....	Sept. 1	186.5	-0.6	-1.7
Real weekly earnings (mfg. Av. 1946 = 100).....	Aug. 1	116.9	0.0	+8.2
Total labour income.....\$000,000	July	905	+1.5	+9.4
<b>Industrial Production—</b>				
Total (Av. 1935-39 = 100).....	July	210.8	-3.3	+1.3
Manufacturing.....	July	213.8	-4.1	+0.1
Durables.....	July	252.1	-7.7	+0.4
Non-durables.....	July	191.4	-1.2	-0.1
<b>Trade—</b>				
Retail.....\$000,000	July	965	-1.3	+11.5
Exports.....\$000,000	August	345	-7.0	-1.3
Imports.....\$000,000	August	303	-11.7	-15.3

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Effective August 1, 1952, claimants on temporary mass lay-offs excluded from total of claimants

Data in this table are preliminary figures from regular reports compiled by various government agencies including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.



# Notes of Current Interest

## **Fewer Houses Started, Completed in 1st Half**

Fewer new houses were started and fewer completed in Canada during the first six months this year, compared with the same period in 1951. Starts in June, however, rose for the first time this year.

According to the Dominion Bureau of Statistics, the number of dwelling units on which construction was started in the first six months this year was 35,291 as compared with 38,465 in the same period of 1951. Completions totalled 28,340 compared with 38,694. The carry-over of uncompleted dwellings was 50,285 units compared with 58,615.

Starts in June rose above last year's figures to a total of 11,095 compared with 9,514 in June a year earlier. Completions during the month, however, dropped to 4,081 units from 6,609.

## **U.K. Builds More Houses This Year than in 1951**

More permanent houses were completed in Great Britain during the first six months of 1952 than in the same period last year. Completions for June, too, were more numerous than in the same month of 1951.

The total for the first six months this year was 110,964, compared with 92,086 in the same period of 1951. The number of houses completed in June was 20,466, compared with 17,203 in June, 1951.

The total number of houses completed under Britain's post-war program by the end of June was 1,284,459 (1,127,313 permanent and 157,416 temporary).

## **July Immigrants Fewer Than Same Month, 1951**

While immigration to Canada during the first seven months this year exceeds that for the same period last year, fewer immigrants came to Canada in July than in the same month of 1951.

In the first seven months this year, 114,744 immigrants have entered Canada.

During the same period last year there were 99,421 new arrivals.

Immigration in July totalled 16,687; in July last year it totalled 19,636.

Figures of the Department of Citizenship and Immigration show a sharp decrease in the ratio of dependents to workers. In the past few years, workers have comprised about 60 per cent of immigrants. In July, out of the 16,687 total, only 8,133 (49 per cent) were workers. The remainder were dependent wives and children and a group of 491 not classified as workers.

## **Bush Workers' Contract Alters Union Shop Terms**

Employees of 19 leading pulp and paper makers and timber operators in Ontario must become members of the Lumber and Sawmill Workers' Union (AFL) within 30 days of being hired according to the terms of a collective agreement concluded recently between the companies and the United Brotherhood of Carpenters and Joiners (AFL) which signed the agreement for the Sawmill Workers. The contract, which affects approximately 30,000 workers, reduces from 90 to 30 days the period in which new employees must become members of the union.

### **Hiring Preference**

In addition, the contract, the seventh consecutive agreement between the companies and the AFL, provides that the employers must give preference to union members in hiring and broaden the job classifications which require union membership.

The companies agreed to maintain the rate for room and board for employees at \$1.75 a day despite the increase in costs. This is regarded as one of the key factors which led to the completion of the contract.

## **"Lack of Beds Retards Health Insurance"**

Lack of hospital space is holding up progress towards a federal health insurance program, Prime Minister St. Laurent explained recently during an interview in Victoria, B.C.

There is not sufficient hospital accommodation to enable all who would have contractual rights under a national insurance program to be treated. Mr. St. Laurent felt that "the government does not have the right" to provide such insurance until there is sufficient bed space available.

## **Manitoba's Health Report Endorses Insurance Plan**

The principle of a health insurance plan for Canada is supported by Manitoba's health survey committee but the preventive medical services now being set up in Manitoba under the province's own health plan is given a higher priority.

The Manitoba report, ninth to be released, contains more than 60 recommendations for expansion and improvement of all phases of public health in that province. The survey was financed by a federal grant.

Newfoundland is now the only province yet to report (L.G., Sept., p. 1169).

The committee endorses the basic principles of a plan of health insurance for Canada as enunciated at the Dominion-provincial conference of 1945 but urges that any prepaid health plan should be introduced by gradual stages and be flexible enough to permit adaptation to varying conditions in the province.

It recommends that any health insurance plan should be provincially administered and contributory on the part of all participants able to subscribe. It urges that existing non-profit voluntary agencies already providing prepaid medical and hospital care should be used as extensively as possible.

Manitoba's own health plan, for which the committee urges priority over a national plan, provides for (1) preventive medical services by establishment of local health units; (2) diagnostic services through laboratory and X-ray units; (3) prepaid medical services by municipal doctors; and (4) hospital facilities through establishment of organized hospital districts.

## **Six-Month Labour Income Total \$5,150,000,000**

Canadian labour income reached a peak of \$5,150,000,000 in the first half of this year. Most of the increase resulted from higher average earnings, the Dominion Bureau of Statistics has reported.

Labour income in June was \$889,000,000, the highest monthly total in Canadian history.

The \$5,150,000,000 figure for the first six months of 1952 compared with \$4,548,000,000 for the same period of 1951.

"Approximately one per cent of the rise in labour income in the first half of this year may be attributed to higher average earnings and the remainder to increased employment," the Bureau stated.

## **Must Buy Full Share of Asiatic Goods: St. Laurent**

Canada must be prepared to buy its "full share" of Asiatic goods, Prime Minister St. Laurent has declared. High tariff protection against importing what have been called "cheap foreign goods" is unrealistic, he said, because it would slow down international trade and thus have an ultimate detrimental effect on the Canadian economy.

It is also in the best interests of democracy that the trading positions of Asiatic countries be strengthened, the Prime Minister said in a speech to the Women's Canadian Club in Victoria. "If we really want to see the (Asian) people improve their standard of living, we must be prepared to buy our share of 'cheap foreign goods'."

By accepting some responsibility for Eastern living standards Canada is ultimately benefiting, "for we are gaining potential customers who will be able to buy more of what we have to sell."

Lauding the Colombo Plan, under which Canada last year contributed \$25,000,000 to assist capital investment in Southeast Asia, Mr. St. Laurent said that the battle against Communism is, in large part, an economic struggle. Canada is helping herself, and the free world, by seeking "to eliminate the diseased tissues of poverty and starvation."

## **Professor Urges Review Of Union "Immunities"**

A review of the legal immunities of trade unions "in the light of their greatly increased power and pretensions" has been called for by J. A. Cameron, Industrial Relations Professor at Queen's University. Prof. Cameron added that while unions are protected against unfair actions by employers, the public is not protected against irresponsible actions by unions.

The Ontario Labour Relations Act should be "overhauled" said Prof. Cameron, so that there will be "far less need" for compulsory arbitration, and at the same time to ensure that both management and trade unions act responsibly within the community.

The waiting period provision of the Act, he said, had produced the opposite effect to that intended. Instead of providing a cooling-off period for disputants, it is being used to obtain maximum concessions.

Prof. Cameron was speaking to the Ontario-Quebec division of the Young Liberal Federation of Canada.



## **More Social Security Higher Taxes—Martin**

Social security beyond present levels will have to be paid for in higher taxes, Hon. Paul Martin, Minister of National Health and Welfare, has cautioned. Work, he said, is the only real source of social security, and recklessness must be ruled out in the search for social justice.

"The number of men and women who are working and the amount of wealth they can produce" are the only yardsticks for gauging social security measures, added Mr. Martin. Such security should primarily be to protect people from "unavoidable hazards" against which "individual courage, initiative, and willingness to work alone cannot avail".

The Minister was addressing the annual summer conference of the Manitoba, Quebec and Ontario Young Liberals.

## **Que. Names 5th Member To Labour Accident Body**

A fifth member of Quebec's Labour Accidents Commission, provided for in legislation enacted in 1949, has now been named. He is Hormidas Delisle, former Minister of State in the provincial Cabinet.

Premier Duplessis announced the appointment of Mr. Delisle late last month. The new Commissioner was defeated in the last Quebec elections.

A 1949 law gave the Government power to raise from four to five the number of members of the Commission but the fifth commissionership remained vacant until Mr. Delisle's appointment.

## **NES Offices Help DVA Place Aged Veterans**

Under an arrangement with the Department of Veterans Affairs, local offices of the Unemployment Insurance Commission, beginning August 1, 1952, have undertaken to place in suitable employment and to pay appropriate War Veterans' Allowances to War Veterans' Allowance recipients 60 years of age and over who feel they are still capable of light or intermittent employment suitable to their age and physical condition.

Announcing completion of the arrangement, Hon. Milton F. Gregg, Minister of Labour, explained that adjudication and administration of War Veterans' Allowance will, as in the past, remain with the district authorities of the Department of Veterans Affairs. However, local offices of the National Employment Service will assist the Department of Veterans Affairs in

carrying out the provisions of the new War Veterans' Allowance Act by processing the registration and placement of veterans in employment, and will pay adjusted allowances at the end of each month.

In addition, the Employment Offices will assist the Department of Veterans Affairs in the distribution of information and application forms, etc.

## **Murray, Reuther to Ask Annual Wage for Unions**

Leaders of two major labour organizations in the United States have given notice that they will seek a guaranteed annual wage from industry for their members in the coming year. Philip Murray, President of the CIO, and Walter Reuther, President of the UAW, both opened campaigns for an annual wage for their membership in Labour Day addresses.

Mr. Reuther, speaking at a Labour Day celebration in Windsor, said organized labour should shift its wage objective, demanding an annual wage rather than working toward specific hourly rates.

In a Labour Day address at the 22nd annual convention of the Oil Workers International Union (CIO) in Philadelphia, Mr. Murray stated that a guaranteed annual wage was a "humanitarian proposal". He added that actuarial experts had "found that the steel companies could, without undue burden, afford to guarantee to the workers some 32 hours' pay each week for an entire year. In other words we could lighten the crushing burden on each worker that arises from lay-offs, from technological unemployment, from the closing of plants."

## **AFL Union Guaranteed 1,976 Hours' Pay Yearly**

The Franklin Sugar Refinery, Philadelphia, has agreed to a guaranteed annual wage in a new contract with the International Longshoremen's Association (AFL). The guarantee is for 1,976 hours of pay per year, or slightly more than 49 weeks' pay. The same guarantee is included in another recent agreement between the National Sugar Refining Company and the AFL longshoremen.

Earlier this year annual wage plans were negotiated by the United Packinghouse Workers of America (CIO) with the Revere Sugar Company (L.G., March, p. 259) and with the National Sugar Refining Company (L.G., April, p. 383), providing guarantees of 1,900 hours and 1,936 hours, respectively.



## **Combines Act Changes Effective November 1**

The changes in the administration of the Combines Investigation Act resulting from amendments made at the last session of Parliament will be effective November 1, the Minister of Justice has announced.

The principal change is the division of functions between a board of three members, the Restrictive Trade Practices Commission, and the Director of Investigation and Research.

The Commission members are Hon. C. Rhodes Smith, QC, Attorney-General of Manitoba, who will be Chairman; Guy Favreau, Montreal barrister; and A. S. Whiteley, Deputy Commissioner of the Combines Investigation Act.

T. D. MacDonald, QC, who was Commissioner under the Combines Investigation Act, will be the Director of Investigation and Research.

## **Apprenticeship Training Advisory Body Meets**

The newly-organized Apprenticeship Training Advisory Committee held its first meeting in Ottawa September 5, at which recommendations of the National Conference on Apprenticeship in Trades and Industry came up for consideration and action (L.G., July, 1952, pp. 877-85).

Among the subjects discussed were: trade analyses, apprenticeship standards, promotion of apprenticeship, financing and publicity, training in industrial plants, and apprenticeship in other countries.

In the absence of the chairman, Percy Bengough, A. E. Hemming, Executive Secretary, Trades and Labour Congress of Canada, presided. Attending the meeting, in addition to committee members, were Ian Campbell and H. C. Hudson of the National Advisory Committee on the Rehabilitation of Disabled Persons and officials of the Federal Departments of Labour and Veterans Affairs.

The meeting discussed at length the request of the National Apprenticeship Conference for trade or occupational analyses for use in apprentice training. It was recommended that a sub-committee be set up to work out, in co-operation with the Federal Department of Labour, a suitable job analyses plan.

Established by Order in Council for the purpose of facilitating and promoting apprenticeship training in Canada, the committee is composed of representatives

of organized labour and management, provincial deputy ministers of labour, and representatives of provincial and industrial training organizations.

The committee will next meet on November 17.

## **Heavy Demand This Year For University Grads**

During the spring and early summer of 1952, Canadian industry produced openings for almost every university graduate who sought employment, in addition to summer employment for practically every undergraduate who wanted it, Hon. Milton F. Gregg, Minister of Labour, has reported.

Mr. Gregg was reviewing a report of the Executive and Professional Division of the National Employment Service which disclosed that almost 19,000 employment opportunities were recorded from all sources. Of this number, 5,500 were for university graduates and the remainder, temporary summer jobs for undergraduates.

As in the previous year, the heaviest demand for graduates was in the engineering field, with openings for more than 2,200 while the graduating class of engineers in 1952 numbered only 1,750.

There was also a strong demand for both graduates and undergraduates from other faculties including arts, chemistry, education, forestry, architecture, geology, nursing and social work.

It is expected that there will be a backlog of openings carried over into 1953, to be supplied from an even smaller graduating class. This situation is receiving the consideration of government, university and other authorities, the Minister pointed out.

## **Unions in East Europe Guard State's Interests**

Trade unions which look out for the interests of the state and force employees to work harder have been established in the Communist countries of Eastern Europe, according to a recent Reuters despatch. Referring to a Hungarian trade union newspaper, the report notes that "the trade unions which are the schools of Communism must also become schools of socialist work discipline".

Trade union officials are required to "explain and convince those who are slack as regards work discipline, who hinder work by unauthorized absenteeism, by late arrival, by leaving work arbitrarily, or by doing bad quality work, that they are thereby damaging the country and their own families."

## **Dr. Albert Mansbridge, WEA Founder, is Dead**

The founder of the British Workers' Education Association has died at the age of 76 years.

Dr. Albert Mansbridge, son of a Gloucestershire mechanic, lived to see the Association, 50 years old next May, grow to include almost 36,000 individual members, more than 1,000 branches and close to 2,900 affiliated bodies in the United Kingdom.

It was in May, 1903, that he and his wife founded the Association to Promote the Higher Education of Working Men, renamed in 1905 the Workers' Educational Association. Dr. Mansbridge served as General Secretary of the Association until 1915.

One of the founders of the National Central Library, which provides through the public libraries a book loan service to students, he was also founder and chairman of the Seafarers' Education Service. In the latter post he helped organize ships' libraries.

In 1918 Dr. Mansbridge founded the World Association of Adult Education; he was its first chairman and in 1929 was elected its president.

The founder of the WEA left school at the age of 15 years, continued his education by attending evening classes, and eventually gained an honorary MA of Oxford university and honorary LL.D of the Universities of Cambridge, Manchester, Pittsburgh and Mount Allison.

## **Cyrus S. Ching Resigns As U.S. Mediation Chief**

Cyrus S. Ching has resigned as Chief of the United States Federal Mediation Service. Retirement of the 76-year-old official became effective September 30.

President Truman has named David Cole, a professional arbitrator, to replace Mr. Ching. Mr. Cole will hold a recess appointment until the Senate confirms the assignment.

## **V. C. Phelan in Europe To Survey Labour Supply**

V. C. Phelan, Director of the Canada Branch of the International Labour Office, left in mid-September for Europe, where he will serve for some months as Employment Consultant to the Organization for European Economic Co-operation.

Mr. Phelan had just returned from a six-months mission to Brazil, where he conducted, for the ILO and the Govern-

ment of Brazil, a survey regarding immigration into that country from Western Europe. The survey included the training, selection and placement of immigrants.

## **U.K. Women's Advisory Committee Re-appointed**

Britain's advisory committee on the employment of women has been re-appointed and given new terms of reference.

The Minister of Labour and National Service has announced that the Women's Consultative Committee has been re-appointed "to advise the Minister on questions of employment policy relating to women".

The original committee was set up in 1941 to advise the Minister on questions affecting the recruiting and registration of women and on the best method of obtaining their services for the war effort. This committee was dissolved after the end of the war.

In October, 1945, the committee was re-appointed to advise the Minister "on questions relating to the resettlement of women in civilian life". The functions of the committee have again been altered with its re-appointment.

The Committee will normally meet quarterly each year under the chairmanship of the Parliamentary Secretary of the Ministry of Labour and National Service.

## **CIO Oil Workers Favour Productivity Pay Boosts**

A policy of seeking wage increases based on rising productivity has been adopted by the annual convention of the Oil Workers' International Union (CIO). Pay boosts should accompany cost-of-living increases, the OWI averred, but these should be supplemented by "modest but continuous" productivity increases to raise living standards.

OWI President O. A. Knight said that productivity increases ought to amount to about three per cent annually. Such increases should be based on increased output per man-hour in the industry.

The convention also recommended a 36-hour work-week rather than layoffs in the event of a recession, company-wide collective bargaining rather than plant-by-plant negotiation, and transferable pension rights.

The Philadelphia convention, 22nd annual meeting of the OWI, was attended by 350 delegates representing 110,000 oil workers in Canada and the United States.



# The Normal Work Week in Six Major Industries, 1951

Of plant workers covered by survey of six main industrial groups, 35 per cent were working 40 hours or less a week, 58 per cent a five-day week. More than four-fifths of office workers surveyed were working 40 hours or less a week and 66 per cent were working a five-day week

## PLANT EMPLOYEES

More than one-third (35 per cent) of the plant workers covered by the survey in the six main industrial groups were, as of October 1951, working a normal week of 40 hours or less; this compares with 29 per cent a year previously. The percentage of those on a five-day week was also substantially greater than in 1950—58 per cent as compared with 51 per cent in 1950.

In each of the industrial groups except mining, more plant employees worked a normal work week of 40 hours or less than a year previously and, in all groups except services, a noticeably larger number worked a five-day week. The table which follows shows the proportion of plant workers on a five-day week in 1950 and 1951:—

Industrial Group	Percentage of Total Plant Employees on a Five-day Week	
	1950	1951
Mining .....	28.1	40.3
Manufacturing .....	64.6	69.7
Transportation, Com- munication and Storage .....	29.9	45.5
Public Utilities .....	63.0	71.5
Trade .....	24.0	33.1
Services .....	20.2	20.3
Total—6 Groups...	51.3	58.1

## OFFICE EMPLOYEES

For the six groups collectively, more than four-fifths of the office employees were working on a weekly schedule of 40 hours or less in 1951 and 66 per cent were on a five-day week. The most common schedule was 37½ hours; in manufacturing, transportation, storage and communication, and public utilities, a larger proportion was working 37½ hours than any other specific length of work week. In the services group, more than half the clerical employees covered were in plants having a work week of less than 37½ hours. No notable changes in the distribution occurred since the 1950 survey.

The extent of the growth of the five-day week as it applies to office workers is shown below:—

Industrial Group	Percentage of Total Office Employees on a Five-day Week	
	1950	1951
Mining .....	27.9	39.3
Manufacturing .....	69.7	75.9
Transportation, Com- munication and Storage .....	46.3	59.9
Public Utilities .....	81.9	83.5
Trade .....	36.7	47.4
Services .....	41.6	43.2
Total—6 Groups...	58.6	66.4

Information concerning the normal work week has previously been published in the LABOUR GAZETTE for the manufacturing industries (L.G., June, 1952, pp. 708-722). The Department of Labour has now made additional compilations showing hours of work as at October 1, 1951 in five other of the main industrial groups. These are: mining; transportation, storage and communication (except steam railways);

public utilities; trade; and services. The total number of employees in the six groups covered in the annual survey of wages and working conditions is about one and one-half million, of whom more than four-fifths are non-office workers. Details of the survey findings appear in the accompanying table and text. Of the industries not included in the table, however, certain facts are known and are presented at the end of this article.



# THE NORMAL WORK WEEK IN SIX MAJOR INDUSTRIES, OCTOBER 1951

Percentage Distribution of Employees by Industry

Normal Weekly Hours	Total — 6 Industrial Groups			Mining	Manu- fac- turing	Trans- por- tation Storage Com- muni- cation <sup>1</sup>	Public Utili- ties	Trade	Services
	Total	Male	Female	Total	Total	Total	Total	Total	Total
	%	%	%	%	%	%	%	%	%
<b>NON-OFFICE EMPLOYEES—</b>									
40 hours or less.....	35.1	34.4	38.2	40.0	35.8	43.4	14.9	39.5	15.1
Over 40 and under 44.....	10.3	9.6	13.1	0.1	13.4	2.7	1.0	11.0	3.4
44.....	15.1	14.9	15.7	5.5	11.5	16.3	72.9	17.9	0.4
Between 44 and 45.....	0.3	0.2	0.5	.....	0.2	2	.....	1.1	2
45.....	12.0	11.6	13.6	0.2	16.5	0.6	1.7	8.3	5.2
Between 45 and 48.....	2.3	2.2	2.8	1.9	2.3	2.1	6.6	4.0	0.7
48.....	18.1	19.8	11.5	48.8	14.4	20.0	6.9	10.0	35.6
Over 48.....	6.8	7.3	4.6	3.5	5.9	14.9	2.0	7.3	9.6
Percentage on a 5-day week.....	58.1	57.7	59.6	40.3	69.7	45.5	71.5	33.1	20.3
Percentage on a 5½ and 6-day week	41.9	42.3	40.4	59.7	30.3	54.5	28.5	66.9	79.7
Number of Non-Office Employees Covered in Survey (000's).....	1,202	953	249	81	770	96	29	142	84
<b>OFFICE EMPLOYEES—</b>									
Under 35 hours.....	1.4	1.3	1.4	2.7	1.4	0.8	1.2	0.9	4.7
35.....	9.2	9.2	9.0	18.3	8.9	11.8	8.9	8.2	6.8
Between 35 and 37½ hours.....	10.4	10.7	10.0	1.7	10.6	7.1	14.1	6.5	36.1
37½.....	26.1	26.6	25.4	5.1	28.5	37.7	63.9	15.3	1.7
Between 37½ and 40 hours.....	15.1	15.0	15.5	5.3	17.3	11.9	7.0	14.1	12.5
40.....	20.8	19.1	23.3	20.0	20.5	20.4	2.2	28.5	5.5
Over 40.....	17.0	18.1	15.4	46.9	12.8	10.3	2.7	26.5	32.7
Percentage on a 5-day week.....	66.4	67.6	64.6	39.3	75.9	59.9	83.5	47.4	43.2
Percentage on a 5½ and 6-day week	33.6	32.4	35.4	60.7	24.1	40.1	16.5	52.6	56.8
Number of Office Employees Covered in Survey (000's).....	266	161	105	8	157	19	13	58	11

<sup>1</sup> Less than 0.1%.

<sup>2</sup> Does not include Steam Railways.

## Industries not Included in Table

Of the industries not included in the accompanying table, the larger are: agriculture, construction, logging, finance and insurance, and steam railway transportation.

The number of paid workers in agriculture varies between seasons and regions, but few, if any, are on a five-day week.

In construction, the five-day 40-hour week is common. Of 107 collective agreements covering the building trades examined recently, applying in the larger cities of Canada, almost 80 per cent provided for a five-day 40-hour week.

Hours ranging from 48 to 60 are predominant in the logging industry in Eastern Canada, where logging operations are mainly confined to the fall, winter and spring. Only a handful of workers are on

a five-day week. However, in British Columbia, where logging operations are carried out the year round, the five-day 40-hour week is almost universal.

There has been a growing trend towards the five-day week in finance. Most of the larger insurance companies have had this schedule for several years, while banks have taken advantage of permissive legislation recently enacted by Parliament to introduce the five-day week in many centres across Canada.

Canada's steam railways employ about 160,000 non-office and 30,000 office workers, of whom almost all the so-called "non-operating" employees are now on a five-day week, in most cases of 40 hours. Hours worked by those employed in the running trades depend largely on the length of the runs operated.

# Fatal Industrial Accidents in Canada\*

## During the Second Quarter of 1952

Industrial fatalities during the second quarter of 1952 numbered 341, an increase of 21 over the 320 recorded during the previous quarter

There were 341† industrial fatalities in Canada in the second quarter of 1952, according to the latest reports received by the Department of Labour. This marks an increase of 21 fatalities over the previous quarter, in which 320 were recorded, including 9 in a supplementary list.

### New Cause Classification

As in previous quarterly articles, Table H-1 contains information as to the number of industrial fatalities classified by main classes of industries and causes. The present table is compiled in accordance with the new cause classification adopted January 1, 1952. This new classification has been drawn up in consultation with the various provincial Workmen's Compensation Boards and will be used in the preparation of statistics to be derived from the federal-provincial accident statistics program, which will deal with non-fatal as well as fatal accidents. As used in the present article, the new classification contains only the major groups of causes. A copy of the complete new cause classification, showing the sub-classifications, may be obtained by applying to the Director, Economics and Research Branch, Department of Labour.

During the quarter under review, four accidents occurred which resulted in the deaths of three persons in each case. On April 8, three sawmill workers were drowned in the Saskatchewan River near Nipawin, Sask., while attempting to save equipment when the mill in which they were working was flooded. At Lions Bay, B.C., a contractor, mechanic and a machinery salesman lost their lives on May 17 when the aircraft in which they were returning from a construction project crashed into the bay. Three employees of an air transport company were killed at

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information given in press reports.

Cartwright Harbour, Labrador, on May 18, when their aircraft crashed while attempting to land. On May 31, at Kirkland Lake, Ont., three miners died as a result of rockbursts in the mine in which they were working.

### Analysis By Industry

Grouped by industries, the largest number of fatalities, 64, was recorded in manufacturing. Of these, 16 were in wood products, 13 in iron and steel and 10 in the transportation equipment industry. In the first quarter, 52 fatalities were listed in manufacturing, including 22 in iron and steel, 11 in wood products and 8 in the paper products industry.

Of the 55 industrial deaths recorded in the construction industry during the quarter under review, 24 occurred in miscellaneous construction, 18 in buildings and structures and 13 in highway and bridge. During the previous three months, 44 fatal accidents were reported in the construction industry, 19 in each of the buildings and structures and miscellaneous groups and 6 in highway and bridge.

\*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the second quarter of 1952 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

In the mining industry during the second quarter, 51 accidental deaths were recorded, of which 38 were in metalliferous mining, and 7 in non-metallic mineral mining. In the previous three-month period, 63 fatalities were listed including 31 in coal mining and 26 in metalliferous mining.

There were 47 fatalities in the transportation industry during the second quarter of 1952, as compared with 61 in the preceding three months. In the second quarter of 1951, 79 deaths were recorded.

Industrial deaths in the logging industry numbered 36, a decrease of 13 from the 49 recorded in the first quarter.

In agriculture, there were 31 accidental deaths in the second quarter of 1952 as compared with 15 in the first quarter and 33 in the fourth quarter of 1951.

In the various branches of the service industry there were 31 fatalities during the second quarter, an increase of 12 over the 19 recorded in the previous three months. In the second quarter of 1951, 42 accidental deaths were recorded.

### Analysis By Cause

An analysis of the causes of the 341 fatalities which occurred during the quarter shows that slightly more than one-quarter of the victims had been "struck by tools, machinery, moving vehicles and other objects". Within this group, the largest number of deaths were caused by falling trees and limbs (13) and objects falling or flying in mines and quarries (12). "Collisions, derailments, wrecks, etc." were responsible for 85, or 24.9 per cent of the total deaths during the period. These included 35 fatalities involving automobiles and trucks and 19 that were the result of tractor or loadmobile accidents. In the classification "falls and slips" 76 accidents were reported. Of these, 72 were caused by falls to different levels.

The largest number of fatalities was recorded in Ontario, where there were 128. In Quebec, there were 73 and in British Columbia, 69.

During the quarter under review there were 101 fatalities in April, 136 in May and 104 in June.

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## Pamphlet and Monograph on Trade of Tool and Die Maker is Published

Publication of a monograph and pamphlet describing the occupation of "Tool and Die Maker", the latest in the "Canadian Occupations" series, has been announced by the Hon. Milton F. Gregg, Minister of Labour.

Containing the most up-to-date information available on the trade, the publications were prepared by the Economics and Research Branch of the Department.

The series is designed to provide specific information for Canadian youth facing the difficulties of choosing suitable occupations, and for parents, teachers, employment service officers, personnel officers, and all others interested in guiding youth into the right avenues of employment. The pamphlet offers a description of the trade in broad outline, while the monographs cover the subject in considerable detail and are designed more for the youth counsellor.

A similar publication covering Forge Shop Occupations will be issued shortly. This would complete the coverage by the series of major metal-working occupations. The

related numbers previously published were "Machinist and Machine Operators (Metal)", "Foundry Workers" and "Sheet-Metal Workers".

"The demand for the series of publications had been so great that it is evident that young Canadians are becoming increasingly conscious of the wisdom of learning the facts about an occupation before entering it," Mr. Gregg said. The development of youth counselling in recent years was also an important cause for an increasing demand for up-to-date authentic information on occupations, he said.

The series is published in both French and English. Requests have been received from more than 20 countries outside Canada, and many New Canadians have been among recent applicants for publications in the series.

Copies of the monographs and pamphlets are available on request from the Circulation Manager, Department of Labour, Ottawa.



# French Labour Leader Addresses CCL's 12<sup>th</sup> Annual Convention

Léon Jouhaux, 1951 Nobel Peace Prize winner and founder of France's *Force ouvrière*, makes stirring appeal for universal peace, calling on world's workers "to replace the weakness and failure of diplomacy"

"Man, who has overcome the forces of nature and passed through the sonic barrier, has been unable to make use of his great discoveries other than for his own extermination by war." With this accusation, Léon Jouhaux, winner of the Nobel Peace Prize last year and one of the best-known personalities in the international labour world, made a stirring appeal for universal peace before the Canadian Congress of Labour at its annual convention in Toronto.

In a rousing speech delivered in French, which electrified even those of his hearers who did not understand the language, Mr. Jouhaux called upon the workers to force the world to enter the paths of peace by "themselves replacing weakness and the failure of diplomacy".

Close to a thousand CCL delegates heard the words of Mr. Jouhaux, officer of the Legion of Honour, Secretary-General of the General Confederation of Labour for 40 years and founder of Labour Force (*Force ouvrière*), the labour organization which freed French workers from communist domination. Mrs. Jouhaux repeated the speech in English.

"We must build up peace," said the 73-year old labour leader, "for there can be no labour emancipation outside of a peaceful regime. War has never been a means of emancipation for the workers. It has always meant suffering and destruction for the working classes of all countries."

Mr. Jouhaux called upon the workers to take a more active part in international gatherings. "The floor should be given," he said, "to the representatives of the common people, who know the real needs of the workers and can say what must be done in order to establish peace."

In addition to founding Labour Force in opposition to communist domination of the French labour movement, Mr. Jouhaux recently launched a universal peace movement to which he has given the name of Fighting Democracy (*Démocratie Combattante*). The main purpose of this

movement is to encourage international organizations, such as the United Nations, whose mission is the consolidation of world peace.

Labour Force, the speaker explained, came into being four years ago, and it has now developed to such an extent that whenever it does not take part in a movement decided upon by the Communists, the workers do not act and there can be no general strike.

Mr. Jouhaux deplored the fact that the important discoveries of our century have become "instruments of suicide, whereas they should be adding to man's well-being".

The French labour leader, who was deported to Germany in 1943 along with 15,000 other trade-unionists from France, specified, however, that he did not want a peace of "abdication".

"We do not intend to bow the knee to the totalitarian creeds," he said. "Working people and labour organizations should set up a network of resistance which will make war impossible. We must unite," he added, "to remove want. Social justice will no longer be a word but a fact, beneficial to the working classes of the whole world."

In closing, Mr. Jouhaux stated: "We are for peace, and we shall be able to enforce it in so far as we are aware of our responsibilities. We must prove equal to the task; we must struggle for the emancipation of the people by the establishment of peace, liberty and justice throughout the world."

Mr. Jouhaux took advantage of his trip to Canada to visit Canadian labour leaders in Montreal, Toronto and Ottawa; he also met the Prime Minister and the authorities of the federal Department of Labour. He was accompanied by Paul Emile Côté, Parliamentary Assistant to the Minister of Labour.

Mr. Jouhaux is well known in Canada; he had already visited this country to attend conferences of the International Labour Organization, of which he is vice-president of the Governing Body, representing Labour.

# The 12<sup>th</sup> Annual Convention of the Canadian Congress of Labour

President A. R. Mosher re-elected for 13th term. Convention decides to ascertain where all Canadian political parties stand on specific CCL legislative proposals. Accredited delegates present number 934

With 934 delegates attending, making it "the largest labour meeting ever held in Canada," the 12th annual convention of the Canadian Congress of Labour was held in Toronto September 22 to 26.

In the elections, the eagerly-awaited outcome of which had for weeks been the subject of much speculation, President A. R. Mosher was returned for his 13th term, Donald MacDonald was voted into the secretary-treasurer's position to which he had been appointed by the Executive to replace Pat Conroy, who resigned after his election at the 1951 convention, and C. H. Millard, Canadian Director of the United Steelworkers of America, was again named a vice-president after a year's voluntary absence from the post.

The convention, at which the subject of political action was ever dominant, decided to submit the CCL legislative program to all political parties and to ask their stand on specific proposals, approved the launching of a concerted organizing drive in Quebec, sharply criticized the Government's housing policies, repeated requests for a national health insurance scheme and price controls, asked for a Royal Commission to investigate the Immigration Act and its administration and demanded major tax concessions and greater federal social benefits.

Despite rejection by the Trades and Labour Congress of Canada at its annual convention in August of a proposal to revive an alliance of all Canadian labour groups (L.G., Sept., p. 1185), the delegates approved a resolution instructing the CCL Executive to approach the TLC and the Canadian and Catholic Confederation of Labour in an attempt to obtain united action on questions affecting Canadian labour.

The Minister of Labour, Hon. Milton F. Gregg, addressing the delegates for the second time since he assumed the labour portfolio, asked for restraint during negotiations and more use of established conciliation machinery.

Other guest speakers included Léon Jouhaux, founder of France's *Force*

*Ouvrière*; Emil Rieve, President of the Textile Workers' Union of America; James B. Carey, Secretary-Treasurer of the Congress of Industrial Organizations; and Claude Ballard, Vice-President of the International Woodworkers of America.

Murray Cotterill, President of the Toronto and Lakeshore Labour Council, the host organization, presided at the opening ceremonies.

A director of the Toronto Labour School, Rev. C. E. McGuire, SJ, conducted the devotional exercise. The Mayor of Toronto, Allan Lamport, welcomed the delegates to the city.

After presenting him with a gavel, Mr. Cotterill turned the chair over to CCL President A. R. Mosher.

## A. R. Mosher

"The next great advance on the part of the Canadian labour movement must be in the political field," said Mr. Mosher in his opening address. "We have not begun to realize the potentialities of our political strength and, as a result," he added, "the interests of the workers, so far as labour legislation is concerned, have not received the attention which they deserve."

Recommending support for labour candidates, Mr. Mosher continued: "I should like to suggest not only financial support of the local and national political action committees, as well as participation in their work, but also that local unions and other Congress bodies establish a definite policy of entering and supporting candidates from among their membership for election to municipal councils, boards of control and community organizations of every kind."

The veteran CCL leader began by recalling the formation of the Congress in Toronto in 1940, commented on the growth in membership to a size seven times larger than at the organization's birth, stated the need for an effective program of organization and enumerated the improvements in labour legislation made since the CCL's founding.



He described the setting up by the Congress of a research department, a department of public relations, a department of education and welfare and a national political action committee. He expressed the belief that the CCL will eventually direct more effort towards the establishment of educational facilities and institutions.

"We may properly look forward," he said, "not merely to weekend institutes and summer schools carried on in co-operation with the universities, but also to the establishment of a workers' university, which will be devoted principally to the education of the labour leaders of the future."

Discussing the Congress and world labour, Mr. Mosher recalled the CCL's part in the formation of the World Federation of Trade Unions and, "when that body became a sounding-board for communist propaganda," its joining with other labour organizations in the establishment of the International Confederation of Free Trade Unions.

On the subject of communism, the CCL President said:—

"The Congress has not only co-operated in the fight against communism in the international sphere but it has also been active in the fight against communism in Canada itself. As you all know, the Congress expelled the Canadian branches of three international unions which were dominated by well-known Communists and has actively supported legitimate labour unions covering the industries in which these Communist-led unions had been organized. In the circumstances, there is no reason why any Canadian worker should belong to a communist union."

In calling for renewed emphasis on organizing the unorganized, Mr. Mosher said: "We can never rest on our laurels so long as there are at least a million or more unorganized workers who are eligible for organization and so long as the standards of wages and working conditions for the great majority of Canadian workers are far below the levels reached by some of the larger unions."

Discussing political action, he recalled that the CCL had submitted a program to the various political parties and that the CCF was the only one to adopt it as a basis for legislation. As a result, the Congress has since endorsed the CCF but, the CCL leader emphasized, "the Congress is not affiliated with the CCF and makes no assessments upon its membership for political purposes".

After declaring that "the operation of industry and government must be conducted in such a manner as to achieve the highest standards of living which our inventive skill, our technical ability and our natural resources will permit," Mr. Mosher stated that no institution can be as effective as the labour movement in making whatever changes are necessary for the purpose of achieving these results.

"But," he cautioned, "the labour movement must be educated and informed; it must be dedicated to the highest principles of freedom, democracy and justice; it must be unselfish and far-sighted, if it is to accomplish its tasks. This involves a loyal membership and wise leadership, a thorough understanding of the complex factors at work in the modern industrial world and a clear vision of the goal which we must seek."

### The Minister of Labour

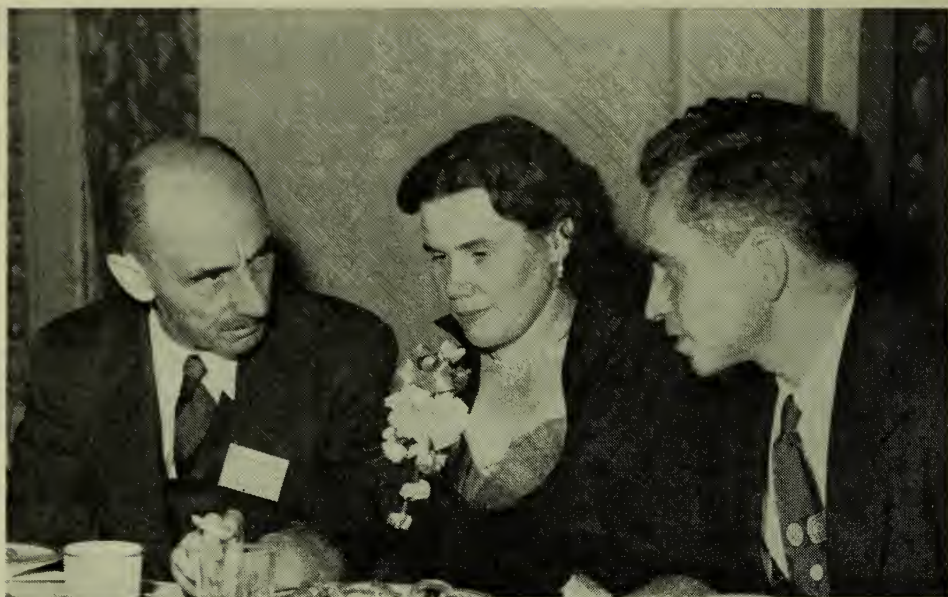
Collective bargaining must be carried out by both labour and management "with the fullest possible understanding of the issues and of their effect on the industry involved and upon the community and the nation as a whole," Hon. Milton F. Gregg, Minister of Labour, told the delegates to the convention. And, he added, "the best possible use should be made of all facilities for settling differences."

The Minister was explaining what he meant when he said that both management and labour had frequently been told to exercise "restraint". Restraint was necessary, he declared, because "the ability of this nation to meet the rigorous demands of its world commitments, its own armament program, its resources development program and its social security program and, at the same time, maintain basic individual freedoms is literally on trial. Not a little effort and sacrifice are required," he said.

Restraint does not mean "any abrogation of the right to strike or any break in the rights of free collective bargaining," he emphasized.

"Collective bargaining," Mr. Gregg continued, "should be freely carried on between labour and management with the least possible interference by government. It has been brought home to me that governments should not bring any compulsion to bear on collective bargaining." At times, however, he asserted, the Government may have to provide "tested procedures designed to assist the parties in arriving at a settlement."





**The Minister and the banquet guest speaker at the head table. Hon. Milton F. Gregg (left) talks with James B. Carey while Mrs. Murray Cotterill listens in.**

The Minister of Labour went on to say that because the bargaining procedures established under legislation have not always worked out as intended, some have suggested that the conciliation machinery should be changed drastically or abolished altogether. But, he said, fewer difficulties would arise "if we paid more attention to the spirit and intent of the legislation.

"All parties, management, labour and government administrators, might well examine their own record from time to time to see if they have paid enough attention" to it, he suggested.

While the federal and provincial labour codes may not be perfect, Mr. Gregg said, "they are the best that have so far been devised either here or elsewhere. . . . Let us not look to more machinery—we can have too much of it—nor yet to the scrapping of what we have. Let us keep our present machinery in good repair and, like good craftsmen, make the best possible use of it."

Announcing at the beginning of his address that he was going to discuss Canada's position as a growing world power and the inter-dependency of some of the social and economic factors within the country, the Minister mentioned Canadian co-operation in programs to better the social and economic standards of under-developed countries and pointed out that "as long as our opponents maintain their

belief in armed aggression, we must be prepared to defend with arms the principles in which we believe."

He told the delegates he was proud that the labour movement had demonstrated its awareness of the complex international problem and had assumed additional international responsibilities. He said the International Confederation of Free Trade Unions was "making a valuable contribution".

Mr. Gregg then turned to the problem of inflation. "At a time when our defence budget during a single fiscal year is in excess of two billion dollars," he said, "we must prevent any serious maladjustments in our economy which would interfere with the attaining of both our civilian and defence objectives. Inflationary pressures have not proved to be quite as serious as they threatened to be but the possibility of inflation still remains with us."

Therefore, he warned, "we must be constantly on guard to see that the factors which tend to encourage inflation are kept in check." He cautioned against unnecessary spending by consumers, unwise investment by business and unreasonable increases in prices or wage rates.

The Minister mentioned the existence of numerous labour-management production committees in Canadian industry as evidence that areas of mutual interest for management and labour do exist.

In conclusion, Mr. Gregg told the convention that the possibility of a constructive solution to many of the issues that tend to divide labour and management depends on a successful adaptation of collective bargaining behaviour and legislation for that purpose.

"It also depends," he said, "on the development of a fuller recognition by both parties that they are mutually dependent on the economic welfare, not only of the individual enterprise for which they may work, but on the healthy functioning of the whole Canadian economy."

### Emil Rieve, TWUA

A suggestion that the Canadian labour movement seek the elimination of area differentials and the establishment of a national minimum wage of "at least 75 cents an hour" was made on the CCL convention by Emil Rieve, President of the Textile Workers' Union of America.

Touching on one of the major themes at the convention, Mr. Rieve added that the achievement of a national minimum wage law was not a matter of collective bargaining but one of political action.

His suggestion was made after he had contrasted the wages paid in the United States to those paid in Canada. Area differentials, he said, were a part of the reason why the average income of Canadian workers is "about one-third less" than the average in the United States.

Since the beginning of the Second World War, the TWUA President said, both Canada and the United States have had a "more or less continuous" boom but while there has been general prosperity, some industries have not shared in it. Mr. Rieve then quoted statistics on employment in the textile industry in both countries. At present, he said, "it is probable that textile workers account for about one-third of your total unemployment."

While admitting that the CCL convention was not the place to discuss his union's problems, he declared that "unless we have the kind of prosperity that includes all parts of the economy—soft goods as well as hard goods—our prosperity is built upon a weak foundation.

"A rotten apple in the economic barrel can spoil the rest," he said.

Mr. Rieve complimented the workers of Canada for building a strong labour movement, which fact, he declared, prevented the economic exploitation of the workers although the opportunities for it were great because of the investment of new capital accompanying the Canadian boom. He

also praised Canadian unions for setting the pace for United States unions in some non-wage benefits such as paid holidays and vacations.

"The labour movement in Canada," he stated, "has prevented the development of this country from becoming economic colonialism or economic imperialism. It is due to the labour movement in Canada, more than any other force, that your country has survived the period of development with its economic freedom and independence stronger than ever before."

Trade unionists in the United States welcome the development of Canadian industry, Mr. Rieve told the delegates. "We are not concerned about competition from your labour," he said. "We are confident that as long as we work together there will be an ample market for everything we produce; for we are both dedicated to the idea that all the people of the world . . . need more of everything."

Concluding, the United States labour leader appealed for joint action in the fight against communism. "It is up to us," he said, "to turn back the threat of communist dictatorship; and our best weapon is to create a better and richer life for our people.

"In the long run," said Mr. Rieve, "we will defeat communism by our example, not by jet airplanes or atomic bombs. And the test that will be applied by the people of the world, when they look at our society, is not whether we produce millionaires but whether our citizens enjoy prosperity, security and comfort in their daily lives."

### James B. Carey, CIO

An appeal for the support of the CCL in the campaign of the International Union of Electrical Workers against the Communist-led United Electrical Workers was made at the convention banquet by James B. Carey, CIO Secretary-Treasurer and President of the IUE. To supplant the UE in all plants where it still has contracts was the aim of the IUE, organized when the Communist-led union was expelled by the CIO, said the United States labour leader, who was guest speaker at the banquet.

Telling the delegates that his union had been successful in replacing the UE except in one large electrical corporation, Mr. Carey declared that if the IUE should strike at that firm's plants, "the company-controlled, Communist-dominated UE will scab".

Government Publications



Earlier in his address, the CIO official had described his organization's radio program "American Labour Answers Radio Moscow," produced to challenge the statements made by the Russian radio station. "Although Radio Moscow is not listened to here in Canada or in the United States," he said, "it is heard in other countries; and if it is not challenged, the wrong impression will be given."

Listing the things which Americans like about Canada and the things Canadians share with Americans, Mr. Carey stated "there is a real sense of international brotherhood between Canada and the United States."

"You share the fight against communist infiltration," he said, "and the fight against restrictive legislation."

In one field, said Mr. Carey, the Canadians have surpassed the Americans. "The CCL deserves credit," he said, "in the field of discrimination: you have advanced farther than we have in the United States."

### Other Speakers

Claude Ballard, Vice-President of the International Woodworkers of America, brought greetings from his union to the CCL.

Léon Jouhaux, founder-president of France's General Labour Federation (*Force Ouvrière*), also addressed the convention (see p. 1311).

### Political Action

From the early minutes of the convention, references to political action were continually being made, both from the platform and the floor. President Mosher spoke on the subject in his opening address; so did the CIO's James Carey, the TWUA's Emil Rieve and the IWA's Claude Ballard.

The CCL political action committee, reporting to the convention on the second day of the proceedings, announced its decision to submit the CCL's legislative program to all recognized political parties in Canada and to ask their stand on specific proposals. The committee's report was presented by Henry Weisbach, Executive Secretary of the committee.

"We want to know exactly where each political party stands," stated the committee's report, which went on to explain that the CCL had for some time supported the CCF as the 'political arm of labour', a stand taken after a previous submission

of the organization's political program to each political party brought an answer only from the CCF.

"At the moment we see no reason to change our position," the report continued, "but we believe, in fairness, that all parties should have an opportunity to let us know just where they stand."

When some delegates questioned the wisdom of the committee's decision, wondering if it gave another party an opportunity to claim CCL endorsement by agreeing to the Congress program, the Executive pointed out that, as it was already known that the CCF's platform coincided with the CCL desires, it was unlikely the CCF would be supplanted as the Congress' choice for its political arm.

Later, a resolution re-affirming Congress support of the CCF was adopted. The same resolution urged all CCL members to vote for CCF candidates and all local unions to attempt to set up political action committees to increase CCF membership.

Another resolution dealing with political action was rejected. Submitted by the Marine Workers and Boilermakers' Industrial Union, Vancouver, it asked for a unification of all "progressive" groups so that "labour can effectively support one candidate in each constituency" in the next federal election.

A delegate from the Marine Workers union argued that "the CCF is not set up by, controlled by or responsible to the trade unions". But another delegate from British Columbia charged that the entry of "Labour" candidates in the recent provincial elections there had prevented the CCF from winning the election. The convention, supporting the recommendations of the resolutions committee, voted the resolution down.

### Organization in Quebec

Quebec was singled out by the convention as the target for a concerted organization campaign. Unlimited funds and manpower were pledged for the drive.

The decision to concentrate on organizing the workers in the province of Quebec arose out of a resolution submitted by the Montreal Labour Council that asked for the setting up of a fund of \$100,000 for that purpose. After Murray Cotterill, President of the Toronto and Lakeshore Labour Council, declared that \$100,000 would be insufficient, the resolution was amended to remove any stated sum.

The amended resolution calls on the CCL Executive to "call upon its affiliated unions and jointly with them to supply the



necessary funds and manpower to launch a major organizing campaign in the province of Quebec".

The preamble to the resolution states that "only CIO-CCL unions can really give proper representation and obtain for the thousands of poorly-organized or unorganized workers in Quebec adequate wage increases and improved working conditions".

This phrase led some delegates to ask that it be made clear that only unorganized workers would be approached. William Mahoney, CCL Executive Member who presented the organizing committee's report, replied that he saw no reason why the Congress shouldn't aim at signing up the "poorly organized".

Declaring that it was a "laudable" objective to bring every worker into the CCL, Mr. Mahoney stated: "We can do a better job for the workers by bringing them into the Congress than by leaving them in split-up segments."

Quebec offers "tremendous potentialities" for union organization, said J. M. Bedard, IWA organizer. Because workers in Quebec are earning up to 30 cents an hour less than those doing similar work in Ontario, this creates a problem for workers in the rest of Canada, he said.

(Only a week before the CCL convention, President Percy R. Bengough of the Trades and Labour Congress of Canada announced in Vancouver that his organization plans to launch a major organizing campaign in Quebec "within a month".)

The province of Quebec figured in two other resolutions passed by the convention. In the preamble of a resolution instructing the Congress Executive to "take every possible means at its disposal to maintain the rights of the workers against the unjust use of the courts by employers and government," it was stated that "in the province of Quebec there has been an outrageous use of the courts to deny and destroy the rights of workers to organize and bargain collectively".

The second resolution expressed the CCL's full support to all sections of the labour movement in Quebec that are facing what it termed the "union-busting" campaign of the Quebec Government. The entire trade union movement in the province is threatened by the "anti-labour activities" of the Government, the preamble to the resolution declared.

## Housing

Punctuated by sharp criticism of the Government's policies, the National Housing Act and mortgage companies, an

hour-and-a-half debate on a housing resolution ended with the referral of the resolution to the resolutions committee for strengthening. It was not brought back for delegates' approval.

The resolution had three parts:—

(1) an expression of regret at the Government's policies in the field of publicly-assisted housing coupled with a charge that the Government had "failed miserably" to satisfy the demand for housing by those unable to build homes for themselves.

(2) an appeal to the Government to act now to implement a policy which would meet the need for housing.

(3) a demand that the federal Government encourage the construction of new housing by amending the National Housing Act to provide low down payments and low interest rates; provide NHA loans directly to home-builders through the Central Mortgage and Housing Corporation; and undertake the construction of large-scale low-rental housing projects in urban centres.

The amendment requested by the delegates was the addition of an appeal to federal, provincial and municipal governments to co-operate in the solution of the housing problem.

During the debate, several speakers declared the time had come for action rather than the adoption again this year of another resolution on housing. "Let us force the Government to cut back interest rates," said William Mahoney of the United Steel Workers, a member of the CCL Executive Committee.

The resolution had two purposes, Mr. Mahoney explained: to provide homes and to maintain a full employment program. If steps are not taken to have houses built, he pointed out, the building trades and the building supply industry face a decline.

CCL Secretary-Treasurer Donald MacDonald accused the Government of "abdicated its responsibility" in the housing field. The Government has apparently adopted as a policy the discouragement of low-rental housing in this country," he said. "Housing is being rationed by the purse."

Political action was again mentioned during the housing debate. "Let us elect a sufficient number of members to the next Parliament," said R. Gardiner, United Steelworkers, "that will jar loose the purse strings of the mortgage companies."

Another delegate suggested that the CCL establish building societies while a British

Quebec  
Publications

## ***The Announcement . . .***

OTTAWA, SEPTEMBER 24, 1952

A. R. MOSHER  
PRESIDENT  
THE CANADIAN CONGRESS OF LABOUR  
c/o ROYAL YORK HOTEL  
TORONTO, ONTARIO

YOU WILL BE PLEASED TO KNOW THAT CABINET HAS TODAY APPROVED THE FOLLOWING PROVISIONS TO BE INSERTED IN GOVERNMENT CONTRACTS QUOTE 3. THE FOLLOWING PROVISIONS SHALL BE INSERTED IN ALL CONTRACTS ENTERED INTO ON OR AFTER THE FIRST DAY OF JANUARY, NINETEEN HUNDRED AND FIFTY-THREE, ON BEHALF OF THE GOVERNMENT OF CANADA, TO WHICH BY THE PROVISIONS OF THIS ORDER THE CONDITIONS SET OUT IN SCHEDULE "A" OR SCHEDULE "B" TO THIS ORDER ARE APPLICABLE OR MAY AT ANY TIME HEREAFTER BE MADE APPLICABLE: NON-DISCRIMINATION PROVISION (1) IN THE HIRING AND EMPLOYMENT OF LABOUR FOR THE EXECUTION OF THIS CONTRACT THE CONTRACTOR SHALL NOT REFUSE TO EMPLOY OR OTHERWISE DISCRIMINATE AGAINST ANY PERSON IN REGARD TO EMPLOYMENT BECAUSE OF THAT PERSON'S RACE, NATIONAL ORIGIN, COLOUR OR RELIGION, NOR BECAUSE THE PERSON HAS MADE A COMPLAINT OR GIVEN INFORMATION WITH RESPECT TO AN ALLEGED FAILURE TO COMPLY WITH THE PROVISIONS OF THIS CLAUSE. (2) IF ANY QUESTION ARISES AT ANY TIME AS TO WHETHER OR NOT THERE HAS BEEN A FAILURE ON THE PART OF THE CONTRACTOR TO COMPLY WITH THE PROVISIONS OF THIS CLAUSE, THE MINISTER OR DEPUTY MINISTER OF LABOUR OR ANY OTHER PERSON DESIGNATED BY THE MINISTER OF LABOUR FOR THE PURPOSE SHALL DECIDE THE QUESTION AND SUBJECT TO SUBCLAUSE 5 HIS DECISION SHALL BE FINAL FOR THE PURPOSE OF THIS CONTRACT. (3) THE CONTRACTOR SHALL MAKE AVAILABLE TO THE MINISTER OR DEPUTY MINISTER OF LABOUR OR ANY PERSON INSTRUCTED BY THE MINISTER OR DEPUTY MINISTER OF LABOUR TO INQUIRE INTO ANY COMPLAINT OF NONCOMPLIANCE WITH THE PROVISIONS OF THIS CLAUSE OR TO OTHERWISE MAKE INQUIRIES AS TO COMPLIANCE BY THE CONTRACTOR WITH THE PROVISIONS THEREOF, HIS BOOKS AND RECORDS AND SHALL FURNISH TO HIM SUCH ADDITIONAL INFORMATION AS IS REQUIRED BY HIM FOR THE PURPOSES OF THE INQUIRY. (4) FAILURE OF THE CONTRACTOR TO COMPLY WITH ANY OF THE PROVISIONS OF THIS CLAUSE SHALL CONSTITUTE A MATERIAL BREACH OF THE CONTRACT. (5) IF THE CONTRACTOR IS DISSATISFIED WITH A DECISION UNDER SUBCLAUSE 2 OF THIS CLAUSE, HE MAY, WITHIN THIRTY DAYS AFTER THE DECISION WAS MADE, REQUEST THE MINISTER OF LABOUR TO REFER THE QUESTION TO A JUDGE, AND THEREUPON THE MINISTER OF LABOUR SHALL REFER THE QUESTION TO A JUDGE OF A SUPERIOR, COUNTY OR DISTRICT COURT, WHOSE DECISION IS FINAL FOR THE PURPOSES OF THIS CONTRACT UNQUOTE

MILTON F. GREGG  
MINISTER OF LABOUR.



## **The Reply**

TORONTO, SEPTEMBER 25, 1952

HON. MILTON F. GREGG  
MINISTER OF LABOUR  
OTTAWA, ONTARIO

OUR CONVENTION IS GRATIFIED TO LEARN FROM YOUR TELEGRAM OF SEPTEMBER 24TH THAT THE FEDERAL GOVERNMENT HAS ACTED UPON THE RECOMMENDATIONS OF THE CANADIAN CONGRESS OF LABOUR AND OTHER BODIES WITH RESPECT TO DISCRIMINATION BY EMPLOYERS WHO HAVE BEEN AWARDED GOVERNMENT CONTRACTS AGAINST WORKERS BECAUSE OF RACE, NATIONAL ORIGIN, COLOUR OR RELIGION. WE FEEL THAT THIS IS A NOTABLE STEP TOWARD THE PROTECTION OF HUMAN RIGHTS AND WISH TO COMMEND THE GOVERNMENT ON HAVING TAKEN ACTION IN THIS REGARD

A. R. MOSHER, PRESIDENT  
DONALD MACDONALD, SECRETARY-TREASURER  
THE CANADIAN CONGRESS OF LABOUR

Columbia member of the Woodworkers charged that too much money was being spent on arms, not enough on housing.

President Mosher concluded the debate with another reference to political action. "We want homes," he said, "and we want members of Parliament who will give us homes."

### **National Health Plan**

In the dying moments of the convention the delegates approved, without debate, a resolution calling for a "proper health plan in conformity with the requests of organized labour, the Canadian Legion and other broadly representative citizen groups".

The resolution adopted was favoured over others which spelled out in greater detail the type of health plan sought, asking for an insurance scheme which would provide adequate free medical, surgical, optical, dental and hospital treatment for all Canadians.

### **Discrimination**

The convention struck at discrimination on two fronts. Resolutions were adopted calling for a comprehensive government policy of fair employment practices and for active support by all affiliated unions "in the fight against racial and religious discrimination and towards a better understanding among workers of all backgrounds and creeds".

The day after adoption of the resolutions, CCL officers received a telegram

from the Minister of Labour announcing the inclusion of an anti-discrimination clause in all government contracts (*see box, p. 1318*).

"This is the fastest action ever given to a resolution of any Canadian labour organization," said Secretary-Treasurer Donald MacDonald when he had read the telegram. "This is one of the greatest achievements of labour in some time."

When the message was read to the delegates, the convention hall was shaken by applause. A reply to the Minister was immediately drafted (*see box, p. 1319*).

The resolution urging the Government to adopt a fair employment practices policy requested (1) national fair employment practices legislation; (2) non-discrimination clauses in all government contracts; and (3) vigorous enforcement of the Unemployment Insurance Act regarding activities of the National Employment Service.

An auxiliary resolution called on all existing Committees to Combat Racial Discrimination to "initiate and lead a campaign" for fair employment practices laws.

Attacking the problem from a second direction, the convention approved a resolution asking all unions to include a non-discrimination clause in all contracts with employers and instructing the CCL's Committee for Racial Tolerance to draft a model non-discrimination clause.



Presentation of the report of that Committee by R. J. Lamoureux, Chairman, a report highly critical of Canadian immigration policy, brought from many delegates charges that Canada had embarked on a "White Canada" immigration policy.

"We are distressed by certain discriminatory practices of the Department of Citizenship and Immigration," the Committee said in its report. "We are equally disturbed," the report continued, "by provisions of Bill 305, 'An Act Respecting Immigration,' which give the Minister of Citizenship and Immigration powers to prohibit and limit the admission of persons to Canada on the basis of their country of origin, nationality, citizenship, ethnic origin, customs, habits, modes of life, etc.

"If the Government should see fit to regulate immigration to Canada," the report went on, "it should be done on the basis of our ability to absorb new immigrants, not on outmoded and, in principle, pernicious considerations of the ethnic origin or the colour of the skin of the proposed immigrants."

One lone delegate upheld the immigration policy. He warned against the creation of blocks of peoples who cannot be assimilated. "Do we really want to say 'Come one, come all,'" he said. His statements were met with shouts of derision.

## Immigration

The CCL has called for the setting up of an Immigration Advisory Committee, with "adequate labour representation," the appointment of a Royal Commission to study the Immigration Act and its administration, and the intensification of government efforts to educate new Canadians "in the languages and institutions of their new home".

A resolution drafted by the convention's resolutions committee containing these demands was substituted for others which requested the strict control, if not the halting, of all immigration.

The resolution approved was as follows:—

Resolved that this Convention call upon the Government to set up an Immigration Advisory Committee, with adequate Labour representation, along the lines of the Unemployment Insurance Advisory Committee or the National Employment Committee, to keep the Immigration Act and its administration, and immigration policy, under constant review and to advise the Government regularly on charges which the Government contemplates or which the Committee thinks necessary, and

Be it further resolved that inasmuch as the recent revision of the Immigration Act was carried through so suddenly and so fast that Labour and other organizations most concerned had no time to study it

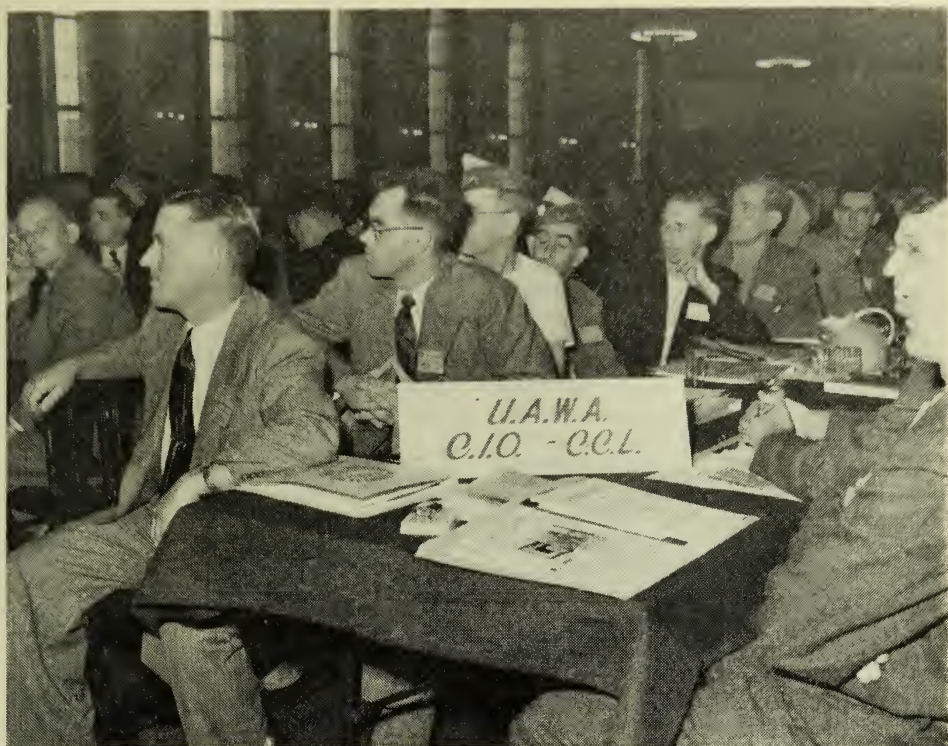
and make representations, and as the Act embodies the vicious principles of guilt by association and provides for deportation on a variety of vague charges (including "association with any organization that advocates subversion of democratic government, institutions and processes" even by "other means" than force). The immigrant's guilt or innocence is decided not by a court but by an immigration official, with appeal to other immigration officials or to the Minister, not to the courts, and the "prohibited classes" include some which are so vaguely defined as to give the officials power to exclude even people who the officials think are likely to engage in subversive activities, or people who have been, but no longer are, members of, or associated with, organizations which the officials consider subversive, and as, the Act gives the Government power to limit or prohibit the admission of immigrants on grounds of "nationality, citizenship, ethnic group, class, peculiar customs, habits, modes of life or methods of holding property, unsuitability having regard to or other conditions" in Canada or in countries the immigrants came from or passed through; or on grounds of "probable inability to become readily assimilated or to assume the duties and responsibilities of Canadian citizenship within a reasonable time;" and whereas this power has already been used to discriminate against negroes, Italians and others, contrary to the principles of the Labour movement and of the United Nations, this Convention calls upon the Government to set up immediately a Royal Commission to study the Act and its administration, or failing this, a parliamentary committee at the beginning of the forthcoming session of Parliament, such Commission or committee to report promptly on necessary amendments to the Act and changes in its administration, with the Act and its administration under the constant scrutiny of the Advisory Committee on Immigration.

Special criticism was directed at the immigration policy relating to West Indians by delegates who charged that persons from the West Indies were refused Canadian citizenship "because they were not suited to the Canadian climate".

Supporting the resolution asking that greater efforts be made to teach immigrants the languages common in Canada, a Woodworkers' delegate from British Columbia laid the blame for many logging accidents to the practice of sending untrained and non-English-speaking immigrants to work in the lumbering industry.

## Taxation

Taxation proposals made by the CCL convention included: raising of the income tax exemptions allowed, elimination or gradual reduction of direct sales taxes and removal of the four-per-cent floor under medical expenses for income tax purposes so that all medical expenses may be claimed.



Scene on the convention floor, members of the UAW delegation in the foreground.

Another proposal was that the T4 form be revised to provide a column for the insertion of union dues paid, the column to be filled in by the employer as he now fills in deductions for pension plans.

The Congress is seeking income tax exemptions of \$1,500 for single persons, \$3,000 for married persons and \$500 for each dependent.

The resolution requesting the elimination of the four-per-cent floor on medical bills also asked that all doctors' prescriptions be included in medical expenses for income tax purposes and expressed disapproval of the Government's action in not removing the floor after members of Parliament had approved the move.

Making particular reference to the lumber industry, where workers often incur heavy travel expenses in going to and from their jobs, the convention approved a resolution requesting an income tax exemption on all such travel costs. It was pointed out that the resolution did not apply to bus or street car fares, only to larger expenses. A proposed amendment to include expenses of private automobiles was not accepted by the resolutions committee in view of the administrative difficulties involved.

A resolution demanding that the Government allow an annual depreciation allowance deductible for income tax purposes to all workers compelled to furnish their own tools was referred to the CCL Executive and research department for compilation of an appropriate schedule of allowances.

Two resolutions relating to income tax were rejected. One would have asked exemption from income tax of all moneys paid in municipal taxes; it was rejected because large property owners would be the chief beneficiaries. The other would have asked exemption of all moneys paid into Government-approved hospital or medical plans; it was turned down because the advantage to be gained would be less than that gained were all medical expenses deductible.

### Labour Unity

Although many delegates protested that other Canadian labour organizations were engaged in raiding CCL unions and Secretary-Treasurer Donald MacDonald declared that the CCL had been "rebuffed and insulted," the convention overwhelmingly approved a resolution instructing the Congress executive to approach the TLC



and the CCCL "with a view to obtaining united action on all questions affecting Canadian labour".

The resolution adopted embraced two others, one of which, submitted by an Alberta local of the United Mine Workers, called for amalgamation with the TLC and CCCL and reunion with the Communist-dominated World Federation of Trade Unions.

Even those delegates who condemned the "raiding tactics" of the TLC and CCCL spoke in favour of the resolution. "Despite our differences of opinion with other labour bodies we are dedicated to the maximum benefit for the maximum number of Canadian workers," said Larry Sefton of the United Steelworkers of America.

"We are willing and eager to hold out the hand of friendship," said Secretary-Treasurer MacDonald, "but there is a price we will not pay: to sell out the interest of the members we represent. We want to be equal partners."

In a reference to the decision taken at the TLC convention in Winnipeg (L.G., Sept., p. 1185), Mr. MacDonald declared:—

"We have been rebuffed and insulted. We have tried to turn the other cheek. We have done everything possible to recreate in Canada one labour body, one congress speaking with one voice."



**Donald MacDonald**  
Holds out hand of friendship

The convention also adopted a resolution reiterating the CCL's willingness to "associate with a National Co-ordinating Committee of farm and labour organizations with a view to seeking a mutual understanding on common problems".

But after expressing its desire for united action by all labour organizations, the convention resolved to "take immediate steps to counteract discriminatory actions of the AFL" in the Canadian construction industry. The resolution adopted, submitted by a local of the United Construction Workers of the United Mine Workers of America, charged that AFL building trades unions were "compelling" CCL construction workers to join the AFL union.

### Old Age Pensions

Rejecting resolutions requesting old age pensions of \$100 monthly payable at age 60 without a means test, the resolutions committee recommended adoption of one repeating earlier CCL demands for a pension of \$65 at the age of 65 years. This substitute resolution was approved.

The resolution adopted made two other requests: (1) that an "adequate" escalator be provided to match the cost of living and (2) that the cost of pensions be defrayed "in a manner ensuring that the burden is distributed in a more equitable way".

Explaining why the resolutions committee did not favour demands for the \$100-a-month pension at 60 years, Harry Chappell, chairman, said: "I am sure all delegates realize that the adoption of health insurance (prime target of the CCL) would cost money. When all factors are recognized, the proposition of \$65 at age 65 is practical and reasonable."

Another resolution asked that qualified old-age pensioners be permitted to receive their pensions "in whatever part of the world they wish to reside".

### Equal Pay

All CCL affiliates were urged to try to have included in future agreements a clause that will provide for equal rates of pay and opportunity of employment for male and female workers. The same resolution called for the Congress to seek equal pay legislation.

As originally submitted, the resolution on equal pay made no mention of equal opportunity of employment. Women delegates, notably Mrs. Brida Gray, President of a Toronto Steelworkers local, pointed out that many employers discriminate against women workers and also between married and unmarried women. They



pointed out, too, that some unions were less than energetic in demanding equal pay rates for their women members.

On their insistence, the resolution was returned to the resolutions committee for the addition of the phrase "opportunity of employment". The amended resolution carried.

## Communist Unions

Five resolutions submitted to the convention asked, "as the first step towards unity of the trade union movement," for re-admission of the unions expelled from the Congress on charges of Communist domination. Declaring that "the CCL is always open to any trade union that rids itself of those elements which caused its expulsion," the resolutions committee recommended non-concurrence in all five. This recommendation was adopted without debate.

A proposed amendment to the CCL constitution would have taken from the Executive Council the authority to expel unions it believed to be following communist or fascist principles and policies, giving them authority only to recommend expulsion of such unions. Such a recommendation, the proposed amendment stated, would have to be made at a Congress convention and dealt with, including any appeals, on the first day of the convention.

The constitution committee, headed by D. N. Secord, CRBE & OTW, recommended non-concurrence and, although the amendment had some support from the floor, this recommendation was adopted.

## United Wage Drive

Although the resolutions committee attempted to temper demands for all-out support of unions on strike or seeking wage increases, the delegates rejected the committee's milder proposals and insisted on more positive action. The convention referred back to the committee for strengthening a resolution calling for a drive for "substantial" wage increases, which the committee had watered down.

Three resolutions had been submitted for the convention's attention. One wanted a pledge of support for a drive by all affiliated unions for substantial wage increases. A second requested a pledge of full support for all unionists on strike while the third sought united action by all unions, "regardless of affiliation," to meet the "attempt by the employing class to smash organized labour".

The latter resolution, submitted by the Vancouver Marine Workers and Boiler-

makers' Industrial Union, would, in effect, promise CCL support even to unions the Congress had expelled for following communist policies.

The resolutions committee recommended concurrence in a substitute resolution that promised Congress support for any drive for wage increases that may be undertaken by an affiliated union.

"It is not a Congress prerogative," said Committee Chairman Harry Chappell, "to determine if a local needs a wage increase; but when a local decides to go out for more wages, the Congress will back it."

Although some speakers from the floor sided with the committee, emphatically rejecting the idea that the CCL should promise support to Communist-led unions, the majority of delegates objected to the lumping of the three resolutions into the one drafted by the committee, asserting that each dealt with a different subject.

After a heated debate, the resolution was returned to the committee with instructions that it be amended to include the ideas expressed in all three resolutions and also in another resolution that called for a conference early next year of all affiliated unions "to lay plans for a co-ordinated wage and contract policy and make preparations for assisting CCL unions that may be forced to take strike action".

## Unemployment Insurance

"The Unemployment Insurance Act is far from being perfect," said the CCL's Committee on Unemployment Insurance in its report to the convention, presented by George Burt, Committee Chairman. The report did, however, speak favourably of the recent amendments to the Act, declaring they were "all the more significant in that no additional contributions were imposed to finance them" and that they "do indicate progress in liberalizing the Act".

The Committee recommended:—

An amendment to the Act to ease the statutory condition requiring a worker to prove recent attachment to the labour market; elimination of the condition was not requested.

Creation of new insurance classes at the top level by redistributing the present top class into at least two new classes, with corresponding contribution and benefit changes. (This does not mean an increase in contributions, Mr. Burt explained.)

Elimination of non-compensable days and reduction, if not elimination, of the waiting period.

Rescinding of the section of the Act governing married women.



President A. R. Mosher (left) and Vice-President George Burt talk things over.

Payment of supplementary benefits equivalent to the normal benefit, such benefits to be available the year round.

Extension of coverage, especially to hospital employees.

Provision for a suggested 18 days of compensable days of illness during every benefit year, covering only casual illness.

Extension of the area of union rights under the Act to protect workers who refuse to cross another union's picket lines or to handle "hot" goods.

An amendment to allow a claimant to earn casually as much as he is able, such earnings being subtracted from his unemployment insurance benefit.

A sickness disability scheme to supplement unemployment insurance.

A revision in the contribution-benefit ratio "to bring it more in line with present conditions".

The Committee also suggested that unions compile for their localities the rates of pay for the jobs covered by their agreements, such information to be made available to courts of referees so that they can more correctly determine the prevailing rate in the district.

### Publicity Committee

Anxiety about the freedom of the press in Canada, criticism of "anti-labour colouration" of news by some private radio stations and of unfair coverage of labour events by CBC "News Round-up" and a warning that television should not "fall prey to excessive commercialism or exploitation for private profit" were expressed in the report of the publicity committee, presented to the convention by Eamon Park.

The committee also recommended rejection of a resolution requesting establishment of a committee to investigate the financial, technical and practical aspects of a union-financed and controlled daily newspaper. Pointing out that the feasibility of financing a union-controlled daily newspaper has been considered by much larger labour organizations, who have decided the project is beyond the financial ability of unions to carry out, the committee declared that establishment of an investigating committee would be "a waste of time".

Expressing concern over the freedom of expression in Canadian newspapers, the



committee stated: "Dozens of Canadian communities must rely on only one newspaper for information and opinion. That is serious in itself; but in recent years monopoly or near-monopoly ownership of the press has become a matter of concern for all Canadians. . . . The growth of centralized writing and printing of news stories which has been developed by newspaper chains . . . is seriously limiting the viewpoints on the news available to Canadians".

The committee urged all unions to take an interest in the newspaper practices in their localities.

Hailing the Canadian Broadcasting Corporation as "the Canadian public's assurance of integrity in broadcasting" and issuing a reminder that the CBC has developed a code "which can protect freedom of expression on the air," the committee warned that freedom cannot be maintained "unless the overriding authority of the CBC code is maintained".

The report said that the numbers participating in forum broadcasts have shifted "from approximately 50-50 participation by labour and management to the point where business and its spokesmen substantially outnumbered labour spokesmen in last year's series".

The committee's criticism of CBC "News Round-up" was worded thus:—

"By and large 'News Round-up' ignores stories which put labour in a favourable light - or uses commentators who lack sympathy or understanding for the labour view. Labour-management relations stories, when infrequently used, are given in a pro-management vein."

The publicity committee also suggested that the CCL Publicity Department consider making a film telling the story of Canadian labour and particularly of the CCL.

### Constitutional Amendments

Seventeen proposed amendments to the CCL constitution were submitted. One dealt with the power of the Executive Council to expel unions it believed to be followers of communist or fascist principles and policies (see "Communist Unions" above). Others concerned the time limit for the submission of resolutions, the establishment of a CCL Department of Organization, an increase in per capita tax, duties of a union secretary-treasurer, initiation fees, affiliation with and representation at provincial federations, the formation of ladies' auxiliaries and the conduct of voting.

The delegates supported the adoption of the amendments establishing a Department of Organization, increasing the per capita tax, altering the duties of a union secretary-treasurer, increasing the minimum dues that can be set by chartered unions and changing the method of conducting roll-call votes.

On the recommendation of the constitution committee, whose chairman was D. N. Secord, CBRE & OTW, the convention rejected amendments limiting the power of the Executive Council to recommendation only of expulsion of communist- or fascist-directed unions, retarding the deadline for the submission of resolutions, altering the basis of representation at conventions of provincial federations, requiring locals to become affiliated with provincial federations and permitting the establishment of ladies' auxiliaries.

### Election of Officers

A. R. Mosher was re-elected President for a 13th term. His re-election was noteworthy in that at the time of the elections he was not the leader of any major CCL affiliate. Mr. Mosher resigned from the presidency of the Canadian Brotherhood of Railway Employees and Other Transport Workers at that union's triennial convention in Ottawa only a week before the CCL gathering.

Mr. Mosher's only opponent in the presidential contest was William White, Marine Workers and Boilermakers' Industrial Union, Vancouver, who polled only 85 votes to Mr. Mosher's 737.

Results of the voting for the secretary-treasurer's post were close. Donald MacDonald, appointed to the position by the Executive Council to complete the unexpired term of Pat Conroy after the latter's sudden resignation last year, was opposed by William Mahoney, nominee of the United Steelworkers and a member of last year's Executive Committee. Mr. MacDonald's bid to be voted into the position he had held for ten months as an appointed official was successful; he gathered 455 votes to Mr. Mahoney's 410.

George Burt, Silby Barrett and Sol Spivak were re-elected Vice-Presidents and C. H. Millard, who declined to seek re-election at the 1951 convention, was again named to a vice-presidential seat. Results of the voting were: Mr. Burt, 857; Mr. Barrett, 856; Mr. Spivak, 843; and Mr. Millard, 734. A fifth nominee, William Stewart of the Marine Workers and Boilermakers' Industrial Union, Vancouver, gained only 193 votes.





The officers of the CCL for the coming year: front row (left to right), Vice-Presidents C. H. Millard and Silby Barrett, President A. R. Mosher, Secretary-Treasurer Donald MacDonald, Vice-President George Burt and Executive Secretary Norman S. Dowd; back row, the Executive Committee: (left to right), Fred W. Dowling, James Bury, H. L. Ladd, Malcolm Smith, Freeman Jenkins, J. Harold D'Aoust, William Mahoney and Raoul Leclerc. Absent when the picture was taken was Vice-President Sol Spivak.

Returned to seats on the Executive Committee were: R. Leclerc, Canadian Brotherhood of Municipal Employees, Montreal; Freeman Jenkins, Director, District 26, United Mine Workers of America; Fred Dowling, Canadian Director, United Packinghouse Workers of America; and William Mahoney, United Steelworkers of America. Others elected to the eight-man committee were: J. Harold D'Aoust, Canadian Director, Textile Workers' Union of America; Harvey Ladd, International Woodworkers of America; Malcolm Smith, United Automobile Workers; and James Bury, Secretary, Vancouver Labour Council.

## Other Resolutions

### Foreign Policy

The convention endorsed the following statement on foreign policy:—

The workers of Canada have always had a deep desire for peace and the extension of freedom which will make peace possible.

In the years that followed the war, the creation of the United Nations gave men hope that the future might be one of peace. Today, the United Nations remains the best hope of mankind for peace. But the

constructive possibilities of the United Nations have been hampered and undermined by the expansionist policies of the Soviet Union and its satellites. That policy of expansion became open aggression in the invasion of South Korea. Canadian workers pledge their continued support to the United Nations in its resistance to aggression in Korea and the present efforts to bring about an armistice. These armistice talks are being delayed and perhaps crippled by the Soviet bloc's refusal to accept the principle of voluntary repatriation of war prisoners.

The defence of the free world now makes necessary the expenditure of large sums for rearmament. It will also require Canada's full participation in such regional defence arrangements as the North Atlantic Treaty Organization. These expenditures will, of necessity, continue until a settlement of world differences is reached and until a genuine plan for world disarmament, which includes free inspection by an international authority of all armaments, including bacteriological and atomic weapons, is accepted by the Soviet Union and its satellites.

This convention pledges its support to the defence effort of Canada, but demands that the burden of rearmament be borne on the basis of equality of sacrifice by all sections of the Canadian people.

In the opinion of this convention, the peace and security of the world are

equally dependent on improving the deplorable living standards which exist in many of the world's economically underdeveloped areas. This will require, from countries such as Canada, the granting of far greater economic and technical assistance than is now the case.

Such economic and technical assistance must be directed towards improving the standards of living of the mass of the people and must not be used to bolster corrupt local regimes. What is more, in order to further the cause of peace and security, the Canadian Government should assist these peoples who are still struggling to satisfy their national aspirations by the winning of freedom from colonial domination and exploitation.

Canada should spare no effort to obtain a settlement of world differences and world-wide disarmament. In the pursuit of this goal, Canada must carry out an independent and realistic foreign policy. The key-stone of our foreign policy must be co-operation without domination by large and powerful allies. Only such a policy will permit Canadians to play their full part in furthering world peace.

The statement was drafted by the resolutions committee to substitute for six resolutions. The ideas expressed in two of these resolutions, both submitted by the Marine Workers and Boilermakers' Industrial Union, Vancouver, were ignored in the substitution; the by-passed resolutions asked that no foreign power be given extra-territorial concessions within the borders of Canada and that all weapons of mass destruction ("germ warfare" was specifically mentioned in the resolution's preamble) be outlawed by the United Nations.

### **Use of Court Injunctions**

Specifically referring to recent court decisions in Quebec and British Columbia but asserting that evidence exists in other provinces of "a similar tendency to thwart the rights of labour by court injunctions and appeals," the convention passed a resolution instructing the CCL Executive to "take every possible means at its disposal to maintain the rights of the workers against the unjust use of the courts by employers and government".

### **Price Control**

Price control should be re-established, the CCL believes.

Four resolutions on the subject were submitted to the convention, calling for the re-introduction of price controls on food, clothing and shelter, a roll-back of prices and an excess profits tax. The resolutions committee recommended concurrence in one only, the briefest, which stated: "Resolved that the Congress urge the federal Government to re-establish price control".

### **National Labour Code**

Three new federal Acts "which will supersede provincial legislation of a similar character" were requested by the convention. They were: a national labour code covering all industries, a national minimum wage act providing for an adequate minimum wage throughout Canada and a national hours of work act providing for a 40-hour work-week with penalty rates for overtime work performed. The legislation, said the resolution adopted, should be "in line with the adequate standards that have been expressed in Congress policies".

Recognizing the constitutional barrier to this proposal, the same resolution urged the Government to begin action immediately to have the British North America Act amended.

An auxiliary resolution pledged the continuance of Congress efforts to obtain a national labour code.

### **Government Employees**

Recognition of unions of federal government employees was urged in an emergency resolution adopted by the CCL convention. The same resolution requested the establishment of the 40-hour week for, and the granting of sick leave and furlough to, the Government's prevailing rates employees; their wages should be made subject to negotiation, the resolution added.

Other resolutions concerning government employees, all of which were carried unanimously, pledged support for "any section of organized labour" trying to obtain the 40-hour week for employees of Crown companies, called for the establishment of the 40-hour week for such workers, urged all government departments operating vessels to grant the 44-hour week to the ships' crews, and, charging that the Government has "consistently avoided the negotiation of signed contracts" with unions, emphasized that "all workers should have the right to bargain collectively with their employers through the union of their choice.

### **Textiles**

So that the Canadian textile industry will provide "the maximum employment for the Canadian textile workers now on short time or laid off," the federal Government will be petitioned to make any improvements in the tariffs pertaining to textiles found necessary on re-assessing the importation of textile products. This action was called for by a resolution adopted at the convention.



The same resolution requested the Government to take steps to halt the dumping of textile goods into the Canadian market.

A spokesman for the Textile Workers' Union of America, the union submitting the resolution, explained the intent of the resolution in these words:—

"We want the dumping rule amended to make the deciding factor the average price, not the minimum price, of the article being dumped. And we want excluded from the preferred nation status," he added, "those countries whose wage rates are lower than Canada's."

### Miscellaneous Resolutions

Basing their request on the possibility that the Industrial Relations and Disputes Investigation Act may be opened for review during the coming year, the delegates asked the CCL Executive to be prepared to make representations on their behalf.

Charging that both federal and provincial governments have age restrictions in their employment regulations, the convention demanded that these governments "give the lead" by lifting restrictions against older workers and that such restrictions by private employers be treated as an unfair labour practice.

A campaign to organize office workers is forecast in another resolution approved by the convention. It directs the CCL organizing committee to call a conference of already-established office workers' unions to discuss the "potentialities and possibilities" of an organizing drive in that field.

An increase in family allowance payments was requested. In addition, the real value of the payments, "sharply reduced since 1946 as a result of inflation," should be restored, the same resolution urged.

A resolution was passed asking for a campaign to raise the balance of the \$50,000 pledged by the 1951 convention as the CCL contribution to the Regional Activities Fund of the International Confederation of Free Trade Unions. The

same resolution urged all affiliated locals to co-operate in the campaign. It was explained to the delegates that the Fund was, in effect, aimed at organizing the unorganized throughout the free world.

Other resolutions expressed the Congress' whole-hearted support of the St. Lawrence seaway and approval of the project as an all-Canadian development and called on the federal Government to take the necessary steps to expand Canada's steel industry.

The convention, on the recommendation of the resolutions committee, rejected a resolution asking that labour laws be amended to require companies to furnish payroll data to unions on request.

### Resolutions Not Touched

When the convention adjourned Friday evening after sitting through the dinner hour, some of the 152 resolutions submitted had not been dealt with. These were left to the incoming executive for action.

Included in the resolutions not touched by the convention were those requesting that the Congress and affiliated unions refrain from raiding other organizations; instructing CCL officers to transfer members of directly-chartered locals who fall within the jurisdiction of international or national unions to such unions; calling on the federal Government to ensure that fair wages and standard working conditions are provided for shipyard workers engaged on government contracts;

Urging the Government to alter Canada's foreign trade policy; requesting the enactment of a Bill of Rights; protesting the "anti-labour section" of Bill H-8; calling for legislation against salacious literature; asking that the telephone industry be declared national in scope and thus covered by the Industrial Relations and Disputes Investigation Act; protesting the decision of the Umpire under the Unemployment Insurance Act that disqualified from benefit workers idle as the result of a labour dispute; and demanding a program for the development and processing in Canada of Canadian raw materials.

By the end of this year, India will have received from Canada 1,285 motor vehicles, the Indian Finance Minister told the House of the People in answer to a question. The vehicles, the Minister explained, are being sold to the Bombay Road Transport Corporation, who will use them for the public transport of goods in the State of Bombay.



# 31st Convention of Canadian and Catholic Confederation of Labour

Meeting, attended by 400 delegates, considered one of most important ever held by the organization. CCCL decides to engage in political action and to set up half-million-dollar "professional defence fund"

The 31st annual convention of the Canadian and Catholic Confederation of Labour, which brought together some 400 delegates in Shawinigan Falls, Que., from September 14 to 18, was one of the most important conventions ever held by this labour organization.

The delegates, representing 93,040 members, gave their organization more power in its legislative proposals by having it definitely concern itself with political action and by creating a "professional defence fund" of at least half a million dollars.

With these two measures, which give a new direction to the CCCL by allowing it to put more weight behind its legislative proposals, the delegates approved the position taken by their leaders during the past year and have followed their recommendations set forth in their reports to the convention.

Although the CCCL has decided to amend its constitution so that it can engage in political action and can appoint a permanent official whose duties will be to give effect to the decisions made by the political orientation committee, it decided not to link itself with any political party.

The convention also reaffirmed its opposition to communism. Gérard Picard, General President, said the charge that the CCCL was an ally of communism was "false and ridiculous," repeating that the CCCL was opposed to this atheistic ideology "from conviction and not from fear."

The convention re-elected by acclamation Mr. Picard and the General Secretary, Jean Marchand. At the same time, the CCCL became the first national labour organization to give recognition to the growing importance of women in the labour movement, by naming a woman, Miss Yolande Valois, of Sorel, one of its vice-presidents.

During the deliberations, which lasted four days and often continued until an advanced hour of the night, the 400 delegates considered more than a hundred resolutions and adopted an imposing

number, dealing, among other subjects, with apprenticeship, housing, industrial relations, pensions and taxes. The delegates also made numerous decisions concerning the internal management of their movement.

## Official Opening

The official opening of the convention took place Sunday afternoon in St. Mark's Parish Hall at Shawinigan Falls. Guests of honour included His Excellency Mgr. Georges-Léon Pelletier, Bishop of the Diocese of Three Rivers, Paul Émile Côté, Parliamentary Assistant to the Federal Minister of Labour, Donat Quimper, Assistant Deputy Minister of the Quebec Department of Labour, and Ernest Mayer, United States Consul at Quebec.

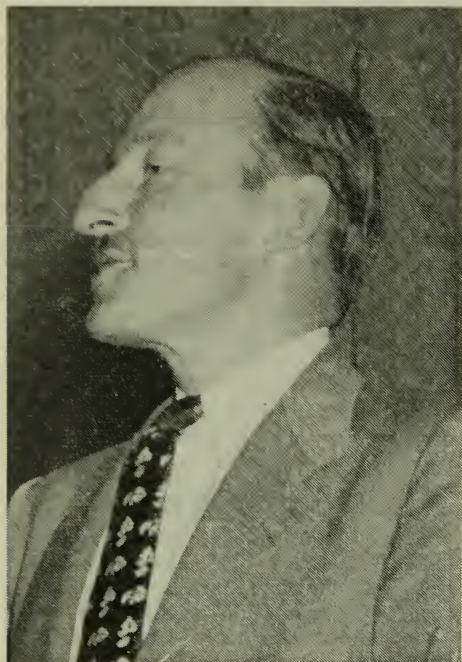
### Paul Émile Côté

The Department of Labour was officially represented at the convention by Paul Émile Côté, Member of Parliament for Verdun-La Salle and Parliamentary Assistant to Hon. Milton F. Gregg. Mr. Côté made a stirring plea for a stronger sense of national patriotism.

Mr. Côté, who has attended all CCCL conventions since he became Parliamentary Assistant to the Minister of Labour, briefly emphasized the notable progress Canada has made in all fields and reminded the 400 delegates and their guests that their work must go on with a view to the national development of the country.

"For some time now," Mr. Côté stated, "our country has been taking on considerable importance, from the industrial and political point of view, among all the nations of the world. I should like you to remember, during your convention, that patriotism is not the concern of a single individual; it is the concern of the whole community.

"Our country," he added, "is being thrust more and more towards responsibilities in the international field, and it must count on the sense of responsibility of its different movements.



**Paul Emile Côté, MP**  
*"a stronger sense of national patriotism"*

"I should like you to remember that your work must be carried on with a view to the national development of our country. A group such as yours," he stated, "should take its bearings in the sense of national patriotism. Every one of your thoughts must take its place on the national plane."

The Parliamentary Assistant to the Minister of Labour emphasized the important stage which the CCCL has passed through this year and praised the *esprit de corps* of its members.

Mr. Côté said he brought the greetings and best wishes of the Department of Labour to the CCCL and stated that he also wished "to testify to the respect and admiration my Department feels for your leaders, who are at the root of your organization's development and progress during the past year, which will mark an epoch in your history."

Mr. Côté was introduced by the General President of the CCCL, who stressed the interest the Parliamentary Assistant for Labour has always taken in the CCCL and the sympathy he has shown for the union principles of this labour organization. Mr. Picard took advantage of the opportunity to dwell on the importance of the Catholic labour movement,

reminding his listeners that this movement "is deserving of the attention of Governments".

(During the day, Mr. Côté also went to Cap de la Madeleine, where some 30,000 young workers from all corners of the province and from Ontario and New Brunswick invaded the national sanctuary at Cap de la Madeleine to celebrate the 20th anniversary of the Canadian JOC (Young Catholic Workers). On this pilgrimage, the Parliamentary Assistant to the Department of Labour was also the official representative of the Prime Minister of Canada.)

### **Donat Quimper**

The Department of Labour of the province was represented at the convention's opening by Donat Quimper, Assistant Deputy Minister.

Mr. Quimper, introduced by the General President as "an authority who studies objectively the social conflicts which come to his attention", stated that the CCCL has understood the objectives of the labour classes and is working towards their attainment.

"The objectives of labour," said Mr. Quimper, "are to grow like other men, morally, intellectually and on the economic level. To grow morally, the CCCL has its chaplains who determine the duties and the rights of the workers in relation to their employers. In the intellectual field, the achievements of the Education Service, recently established, are a proof of its true value. On the economic level, the development of the syndicates and their increasing number show clearly that they are an important power."

### **Mgr. G.-L. Pelletier**

His Excellency Mgr. Georges-Léon Pelletier, Bishop of Three Rivers, brought the good wishes of the Roman Catholic Church to the delegates and warned them that they must not make any false move. Mgr. Pelletier stressed the Christian faith and social spirit of the CCCL and asked the delegates to work together in order to improve their relations with others for the good of the community.

"You have come here to examine your problems in the light of the Gospel," declared Mgr. Pelletier, "and only the Church can bring an equitable solution to social problems, a solution which will bring peace and justice to the world, as the social doctrine of the Church takes into account human dignity, the duties of the workers, the responsibilities of the employers and of all human capital."



## Civic Reception

On Sunday morning, the delegates were received at the City Hall of Shawinigan Falls. In welcoming the union members, Mayor François Roy declared that the meetings were being held in the city where the members of the various syndicates affiliated to the CCCL are the most numerous in relation to the population.

"We are anxious that our workers join unions," Mayor Roy said, "and we are pleased to note that they belong to syndicates affiliated with the CCCL." Alderman J. A. Thérien, acting for the Mayor of Grand'Mere, neighbour city of Shawinigan Falls, added his best wishes to those of Mayor Roy.

Prior to the opening of the convention, the delegates attended a mass in St. Peter's Church celebrated by Mgr. P. E. Doyon, Vicar General of the Diocese of Three Rivers. Mgr. Hervé Trudel, F.V., D.P., welcomed the delegates in the name of the Church authorities of the Diocese, while Canon Paul Gaudet of Three Rivers, chaplain of the Professional Association of Industrialists (PAI), preached the sermon.

## General President's Report

At the inaugural meeting of the convention, the General President of the CCCL submitted his report to the 400 delegates and guests of honour. Mr. Picard took advantage of the occasion to restate the attitudes of the CCCL on politics and communism.

Mr. Picard stressed the fact that the CCCL had considered that it should engage actively in politics without, however, committing itself to one political party, and he assured all the delegates that the CCCL is opposed to communism by conviction and not from fear, because communism is atheistic and has no respect for the human being and the family.

## Economic Progress

Recalling that the province of Quebec and Canada as a whole are progressing rapidly and that we can look to the future with confidence, Mr. Picard began his report by outlining the economic situation. He declared that Canada's prosperity could be still greater "if the general economic policy considered processing our raw materials at home".

For his outline of the present economic situation in Canada, Mr. Picard drew his inspiration from the synthesis of Mr. O. J. Firestone, Economic Adviser to the Canadian Department of Trade and Commerce, published on page 731 of the June, 1952, issue of the LABOUR GAZETTE.

Mr. Picard referred to some 15 strikes supported by the CCCL during the past year and then broached the subject of a professional defence fund. He concluded his appeal by reminding the delegates that "many strikes could easily be prevented by the single fact of the existence of a substantial professional defence fund".

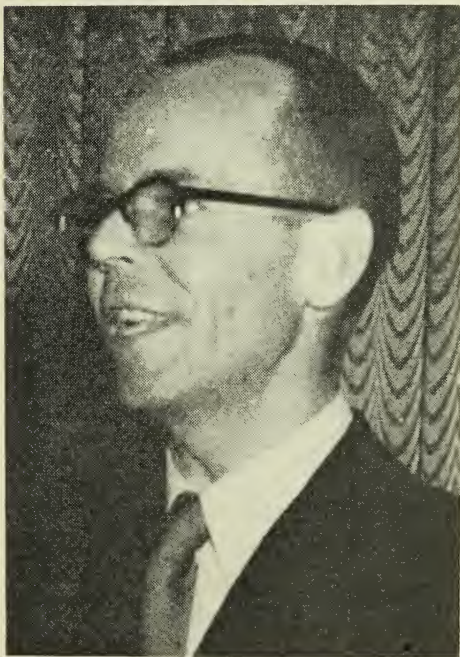
## Political Action

The General President devoted a large part of his report to the matter of political action, stressing the lack of unanimity within and without the ranks of the organization as regards the measures taken and statements made by the CCCL during the last provincial election campaign.

He clearly stated the position of the CCCL as follows:—

"In the pursuit of its objective, which, in general terms, may be stated as the study, defence and promotion of the professional, economic and social interests of its members, a labour organization is entitled to use all honest means that tend to the attainment of this objective. What should be avoided, and this is elementary, is recourse to means that even though legitimate, will divert it from its purpose.

"There is no absolute necessity for a labour organization to undertake political



**Gérard Picard**

7th consecutive term as President



action. But when labour legislation and its enforcement become a source of injustice, when the governing authorities prove hostile to labour organizations or become unable to stand contradiction to the point of taking advantage of all opportunities to make reprisals against union officials, then political action may become necessary as a means of alerting public opinion".

The General President stressed the fact that the CCCL is not affiliated and does not intend to affiliate with any political party.

"There are no organic ties between any political party and the CCCL," he declared. "For that reason, however, political action within the ranks of the CCCL may have, and in fact has, favoured certain candidates of another political party, as it has brought about the defeat of certain candidates of another political party."

The General President declared further that it should not be construed that the CCCL wishes to enter completely into direct and non-partisan political action. He reiterated that, without going as far as the majority of labour organizations in other democratic countries, the CCCL considered that it should engage in political action without, however, linking its destiny with that of any political party.

#### **The CCCL and Communism**

The second important point dealt with by Mr. Picard was communism, which he repudiated as follows:—

"In the last few months especially, the CCCL has been the target of several politicians and weekly papers. All seem to be inspired by the same idea and proceed with the same treachery. Efforts are being made to spread the belief that the CCCL is an ally of communism. There is no need to say that such an accusation is false and ridiculous. It is patent that this smear campaign is meant to spread doubt in the public mind and especially to hurt the reputation of the present union officials."

Mr. Picard declared ironically that one must not conclude that the Vatican is an ally of the Kremlin because there is a Catholic church in Moscow, or that wherever there are universities in the world they have been established to please Stalin because there is a university in Moscow.

"The CCCL opposes communism through conviction and not through fear," he declared. "It opposes communism because it is an atheistic doctrine and because it has no respect for the individual or the

family. The CCCL derives its inspiration from the social doctrine of the Church and ranks spiritual values first in the scale of values. It respects the individual and the family and does all in its power to bring about those economic and social reforms that will make for more justice in the community."

Mr. Picard concluded his long report with this thought of Léon Harmel (1897):—

Certain conservative people who refuse to see the appalling perils surrounding us seem to fear only the action of Christian workers.

#### **Report of the Confederal Bureau**

The report on the activities of the Confederal Bureau was read by Jean Marchand, who drew "an impressive picture of the difficulties" encountered by the CCCL during the past year.

Specifying that "these difficulties were of all kinds," the General Secretary of the CCCL declared that the problem goes beyond the behaviour of individuals and has more to do with conflicting social concepts.

"As our syndicates refuse to act as agents of discord and weakening of our labour forces," Mr. Marchand explained, "and as, on the other hand, their activities are based on the whole of the social doctrine of the Church, and not only on those parts which favour a certain social conservatism, they have become enemy No. 1 of all those consciously or unconsciously supporting economic liberalism".

In reviewing the activities of the year, the General Secretary, among other subjects, dealt with international life, relations with the federal and provincial Governments, the proposed Labour Code and relations with other Canadian labour organizations. He stressed particularly the strike problem, judicial proceedings and conciliation and arbitration, and reported briefly on the activities of various federations affiliated to the CCCL.

The CCCL has continued to develop during the past year and its membership now stands at 93,040, an increase of 4,959 over last year. The number of syndicates has risen from 410 to 423. A detailed report of the CCCL membership is given on page 1333.

Speaking of the international scene, Mr. Marchand mentioned that a resolution on co-management had been adopted at the 11th Congress of the International Federation of Christian Trade Unions held in Holland (L.G., Aug., p. 1070). He suggested that the meeting examine this

The CCCL membership has increased by 4,959 members during the last year, rising from 88,081 to 93,040. There are 423 syndicates affiliated to the CCCL, 13 more than last year. Although 37 new syndicates were affiliated during the year, the CCCL has expelled 24 syndicates from its ranks.

The number of syndicates and their membership for each professional federation, as of May 31, 1952, are as follows:—

Federations	Syndi- cates	Member- ship
Barbers-Hairdressers .....	13	655
Full-Fashioned and seamless hosiery .....	16	2,161
Building .....	68	17,592
Woodworking .....	17	2,772
Trade .....	17	3,100
Leather-Shoes .....	14	3,585
Municipal employees .....	37	5,118
Glove workers .....	7	754
Printing .....	25	3,275
Mining Industry .....	10	4,443
Metal Trades .....	36	12,442
Furniture .....	6	663
Pulp and Paper .....	36	10,445
Services (Hospital) .....	19	4,674
Textiles .....	32	9,735
Clothing .....	11	3,955
	364	85,369
Syndicates directly affiliated with the CCCL.....	59	7,671
	423	93,040

problem, in the light of its experience and in apposition with its economic and social structures.

### Inter-Union Committee

The General Secretary expressed regret that the inter-union committee provisionally formed at the national level by the Trades and Labour Congress, the Canadian Congress of Labour and the CCCL had dissolved. "It is certainly in the greatest interest of the workers," Mr. Marchand added, "that central labour unions offer a united front in special circumstances." He also deplored the dissolution, at the provincial level, of the Joint Labour Conference.

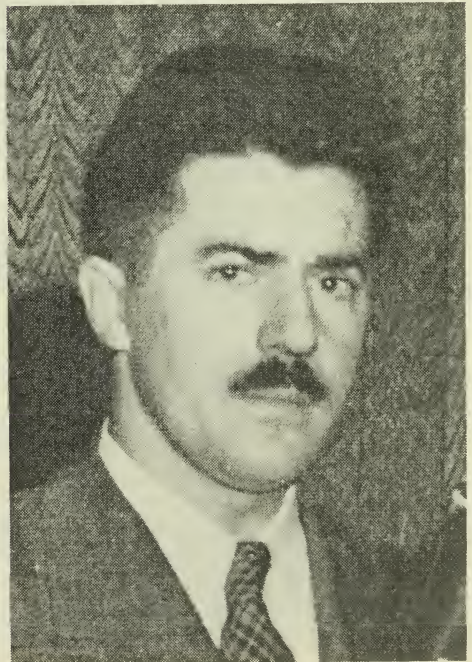
(At its annual meeting the following week, the CCL approved a resolution requesting its Executive Committee to broach the subject of teamwork with the other two national labour unions. The T.L.C, however, at its convention in August, rejected a resolution for greater unified action between the three main labour bodies in the country.)

The problems arising from the CCCL's approximately 15 strikes and involving between nine and ten thousand workers formed the major part of the General Secretary's report.

"If the free labour movement were wholly accepted and protected," Mr. Marchand stated, "most of the strikes from which we have had to suffer in the last few years would not have happened and the social atmosphere in the province would be much less strained than it is. With a little good-will, a dispute on wages or working conditions can always be settled; but it is impossible to effect a settlement which would be the death warrant of the union concerned."

Mr. Marchand also protested against legal procedures which cause unreasonable delays and specified that it is "inadmissible that employers, through dilatory legal means, should succeed in weakening a labour union or in preventing it from achieving its legitimate ends."

The General Secretary also requested that the provincial Conciliation Branch and the arbitration boards be reformed. "Our experience with conciliation boards in the past 12 months has been disastrous," he said, "and unless a reform is undertaken



**Jean Marchand**

5th consecutive term as Secretary



in the near future we are afraid that the institution itself may be definitely compromised."

Recalling that industrial disputes are costly not only to the workers but to employers and the public as well, Mr. Marchand requested that better qualified and more competent men be appointed at both the arbitration and conciliation stages.

"The fixing of enticing remuneration for conciliation officers," he said, "so that competent candidates will be interested in the position, while being protected from the temptation of supplementing their income with side-jobs, and the Government's wholehearted support in the exercise of their functions will contribute, we believe, towards bringing about a substantial drop in the number of strikes and arbitration cases."

### Supplementary Reports

An appendix to the report of the Confederated Bureau also contained 137 reports of services and committees, the most important being the reports on the Labour Education Service and the Political Orientation Committee.

The Director of the Education Service, Fernand Jolicoeur, pointed out the importance of labour education in order that trade-unionists might play their assigned role in society.

Mr. Jolicoeur announced the opening in November of a labour college with courses of four weeks' duration. Specifying that the main courses scheduled would be on social, economic and trade-union history, political economy, labour legislation, union techniques and the social doctrine of the Church, Mr. Jolicoeur stated that the purpose of this labour college was "not only to train men to solve their economic or social problems, but also to train monitors to coach their fellow-workers."

The Political Orientation Committee, born out of a resolution of the Executive at the end of March, 1952, presented a long report on its activities on the occasion of the recent provincial election in Quebec, stressing the fact that "the CCCL, as such, did not sponsor any candidate or any political party during the campaign".

The report pointed out that the Committee had designated a certain number of candidates who had proved "hostile" to the CCCL, officially denouncing four of them. The Committee's political activity was carried on by means of the radio and the press.

According to the Committee, its most important activity was to inform the public at large of the legislative, social

and economic program of the CCCL. The Committee also asked that the provincial election set-up be reformed.

The Political Orientation Committee's report stated that the workers, in their daily activity, are constantly opposed by an alliance of "governmental and financial forces". That is why, according to the Committee, the workers must fight on political ground to give back to the State "its full and complete freedom".

The Committee made its ideas clear in adopting as its own a recent statement made by the Theological Committee of Lyons, France:—

Trade-union action and political action are in constant relationship. If not realized in political action, while remaining of course within the framework of its essential mission, trade-union action is ineffective, just as political action will certainly lack dynamism if it is not founded on trade-union activity.

The Press Service report pointed out that subscriptions to the publication *Le Travail* had increased during the year from 30,000 to 36,000. Moreover, this weekly was issued in an eight-page edition, on the average, every second week.

### Important Decisions

After the reading of the reports, the delegates made decisions giving their organization a new and definite orientation. The convention voted to enlarge the CCCL "professional defence fund" and to commit the Confederation to political action within well-defined limits.

### Professional Defence Fund

The convention decided to increase the professional defence fund set up at the 1951 convention by authorizing a further compulsory contribution of \$3 per head during the following 12 months. The fund will thus be endowed with nearly half a million dollars.

The CCCL thereby hopes "to be in a position to guarantee the minimum of protection we owe the workers".

The CCCL created its professional defence fund last year by levying a special tax of 10 cents per month per member. Half of the new special contributions is to be collected by January 1953.

The decision to establish a defence fund of half a million dollars follows a declaration in the report of the General President, who said: "It must be remembered that a number of strikes could easily have been averted if only there had been a strong professional defence fund."



The Convention explained the reasons behind its decision as follows:—

"The labour movement has to bleed itself white financially in cases of strikes such as those of the asbestos workers, at Dupuis Frères and at Louiseville. Legislation and employers already put up enough barriers against the exercise of the right to strike without our putting up ourselves an insurmountable one through lack of funds. Unionism is a difficult proposition, especially Catholic unionism, and all members of the group must share the burden and all the consequences."

### Political Action

The most important subject discussed at the convention, both in scope and in length of debate, was the problem of political action by the syndicates. The debate, which lasted more than a day, was, however, conducted on a high level and remained above partisanship. At the end of the discussions, the delegates approved the attitude taken by their leaders during the past year and set very definite limits

for the future within which the CCCL's political action must be contained from now on.

The delegates definitely decided to engage their organization in political action by creating a committee on political guidance under a permanent director. The Confederation, however, was forbidden to affiliate with any political party.

The two resolutions adopted to this effect, which constitute amendments to the CCCL constitution, are as follows:—

*Section 30*—The CCCL will have a Political Orientation Committee which will be named by the Confederal Bureau and whose duties will be:

- (a) to inform the public of the legislative program of the CCCL;
- (b) to study the attitudes of public men with regard to this legislative program and to labour and union problems in order to inform the members and workers at large;
- (c) to establish continuous relations with the legislators;
- (d) to spread political education among members and workers at large;



The Department of Labour booth at the CCCL convention. Rosaire Parent (left), Unemployment Insurance Commission, hands a pamphlet to Fernand Jolicœur, Director of Educational Services for the Confederation.

(e) to point out the proper and improper application of legislation.

*Section 30a*—The Confederation and each of its various affiliated groups are forbidden to affiliate with any political party. The CCCL, as such, is forbidden to support any political party.

The convention decided against the creation of a special fund which would have enabled the Political Action Committee to play its part more efficiently and also against the adoption of certain measures tending to restrict considerably the activities of the General President and General Secretary in the political field.

The adoption of the two resolutions and their inclusion in the constitution were preceded by a lengthy debate in which a large number of delegates took part. From the start of the discussion, it was obvious that the convention favoured definite political action and that the differences of opinion were more concerned with the means to be adopted and the extent of this political action. It was also noticeable that the delegates were anxious for the CCCL, as such, to remain independent of all political parties.

Mr. Picard, who had been accused of partisanship during the last provincial election, vehemently denied the charge: "I have no ties with the Liberal party, nor with the Union Nationale or any other party," he declared. "There was never any understanding between the Liberal party and myself; I have asked for nothing and was offered nothing."

He added: "Political education will bring about the conviction that we are not tied to any party whatsoever, and also the resolution to help candidates favourable to our requests; but this help will be on the local level."

Mr. Marchand also denied any affiliation with a political party.

## Resolutions

### Housing

A special committee to study housing problems, set up at the last convention, presented a detailed report containing specific recommendations to remedy the shortage; all of these recommendations were accepted by the delegates.

In addition to five concrete resolutions, the delegates adopted three recommendations requesting any inquiry within the movement to establish the exact housing situation of the members; establishment of a housing fund to help with the temporary financing of any house-building

plan, and the launching of a campaign aimed at an agreement between the federal Government, the provincial Government and the municipalities to allow wage-earners to benefit by the provisions of the National Housing Act.

The five resolutions adopted at the meeting requested:—

(1) that the federal Government restore the additional loan of a sixth of the joint loan to property-owners;

(2) that organizations affiliated with the CCCL encourage the setting up of limited-dividend companies, not exceeding five per cent, in conformity with Section 9 of the National Housing Act, according to which the Central Mortgage and Housing Corporation can make loans amounting to 90 per cent of the lending value of low-rental housing projects at an interest rate of 1½ per cent;

(3) that the Government of the province of Quebec give effect to the permission it has received from Parliament, according to Section 35 of the National Housing Act, by developing land and constructing family dwellings for sale or rent;

(4) that the provincial Government amend the Co-operative Syndicates' Act so as to allow the "Caisses Populaires" (Co-operative People's Banks) to devote 50 per cent of their liquid assets to housing loans, and that at the same time the provincial Government guarantee 50 per cent;

(5) that the public authorities forbid anyone to put up apartment buildings with more than six dwellings each, or to have in their possession or under their control more than ten multiple-dwelling buildings.

### Picketing

The Montreal Journalists' Syndicate presented an amendment to the initiation form by which every member of the CCCL would promise "never to cross a picket line, for any consideration, in the case of a strike which has been approved by one or other of the three big Canadian labour organizations". The draft amendment also requested that the Canadian Congress of Labour and the Trades and Labour Congress be asked to take the same step.

This resolution of the Montreal journalists, approved in principle, was referred to the Confederal Bureau, with instructions to give it further consideration and decide on the proper terms for a new initiation form.

In the minds of the sponsors of this resolution, such a pledge would mean that



Canadian trade-union members, who number more than a million, would never cross a picket line "on pain of banishment from trade-unionism for the rest of their lives".

### Communism

The CCCL reiterated its opposition to communism, stating that it could not be accused of communism, since, "by seeking the application of those principles of justice and charity which are at the very basis of its doctrine," it constitutes "a rampart against communist ideology".

The resolution adopted to that effect reads in part: "In fighting to obtain suitable living conditions we are fighting more effectively against communism than certain employers and other people who are keeping the workers in a situation which favours communism".

### Unemployment Insurance

No less than 26 resolutions dealing with unemployment insurance were examined by a committee set up for the purpose. Nine of these were adopted by the meeting and the others rejected or combined.

The delegates declared themselves in favour of an increase in Unemployment Insurance benefits, without any increase in contributions, amounting to a dollar a week for insured persons without dependents, three dollars a week for insured person with one dependent and six dollars a week for insured persons with two dependents.

The convention also asked that the period for supplementary benefits be extended to April 30; that the former regulation concerning married women be restored; that after the waiting period has been completed, all non-compensable days be abolished, even in the case of a worker who is doing short-time work; that the waiting period be reduced to three days; and that benefits be paid in at least two weeks' time.

### Labour Relations

In the labour relations field, the Confederation adopted a resolution sanctioning the practice of freedom of association. This resolution requested that employers be obliged to reinstate workers dismissed for union activities, with full restitution of their acquired rights in the concern and full compensation for loss of wages.

The delegates also asked for an amendment to the Labour Relations Act to permit union organization to be carried on in all so-called company towns, and in the woods, by obliging concessionaires to

give the union representatives accommodation at a fair price. Another resolution requested the Labour Relations Board to put effective measures into force to protect the right of workers to organize without fear of intimidation or discrimination by the employer.

The delegates also asked for a reduction of the hours of work of employees in business concerns from 54 to 48, and for the inclusion of superintendents and foremen with "wage-earners" under the Collective Agreement Act.

After a lengthy discussion, the delegates adopted a draft amendment to the Collective Agreement Act according to which the certificate issued to skilled workers could be renewed, free of charge, every two years.

### Logging Industry

The delegates adopted two resolutions on the logging industry, the first asking that the products of Quebec forests be worked in the province itself, and the second that the hours of work for all loggers be from 8 a.m. to 5 p.m., with an hour for the noon meal and time and a half for overtime.

### Apprenticeship

Conscious of the increased need for apprentices, the convention decided to approach the Quebec Government with a request that the budget of the Department of Labour be "increased in consequence of the growing needs of the various apprenticeship centres in the province."

### Allowances

The CCCL has decided to take new steps with the authorities concerned to obtain maternity allowances. At the same time, it will seek a 50 per cent increase in mothers' allowances.

The CCCL also wants family allowances raised by 50 per cent. The delegates expressed the opinion that all children at school should be entitled to allowances up to the age of 21 years or for the duration of their studies.

### Income Tax

Income Tax was the subject of many resolutions submitted to the convention. The foremost requested exemptions for the amounts paid as premiums for protection against sickness, accidents and death; for strike funds and for the deductions made by parity committees from workers' wages; a tax exemption of \$1,000 for persons paying the expenses of a student until his



studies are completed, whatever his age may be, and finally, that Income Tax on overtime be abolished on account of the scarcity of labour.

### Shipbuilding

The CCCL decided to urge the Canadian Government to establish a regulation compelling ship-owners to have their ships built and repaired in Canadian shipyards.

Supporting this resolution, the General Secretary stated that the survival of the shipyards should be guaranteed otherwise than solely by Canadian Government contracts. Mr. Marchand specified that unions should make a point of supporting the shipyards when they ask for protection and deplored the fact that most shipbuilding and repair work was done abroad.

### Internal Management

Many problems studied by the delegates at the convention concerned questions of internal management. One of the most important decisions made by the CCCL was for the establishment of a Strategy Committee.

The functions of this Strategy Committee, an advisory one, will be to facilitate an exchange of information between the various industrial sectors; to direct the claim procedures of the federations and also to direct the organization campaign.

This manner of proceeding will result in co-ordinating trade-union action in the various industrial districts.

The delegates also recommended an increase in union dues, the publication of a model constitution, the appointment of a public relations officer and the creation of two new committees, the first to study the problems of young workers, the second to study the problem of women workers.

### Other Resolutions

Other resolutions approved by some 400 delegates to the convention recommended: a meeting between CCCL officials and those of the Catholic Farmers' Union to discuss the subject of oleomargarine; the publication of a provincial "Hansard"; the granting of the right to vote in federal and provincial elections to all persons 18 years of age; an amendment to the Annuities Act raising the maximum amount to \$2,400; and the establishment of a special three-member committee to study the theories of Social Credit, particularly those concerning monetary reform.

### Canon Henri Pichette

The General Chaplain of the CCCL, Canon Henri Pichette, spoke on the last day of the convention to remind the delegates that the Canadian Episcopate has given the CCCL clear signs of encouragement, to stress the fact that there is still

Our union commitment must fulfil all the conditions of a real association which must bring about, through juridical bulwarks, a fellowship of mind and heart by social justice and charity put into actual practice.

The results of our unionism will be of the same nature as what each of us puts into it. They will be human and Christian inasmuch as we contract in a human and Christian way. Otherwise, a simple promotion by way of an increase in what we already have is an illusion which would endanger the individuals we wish to become in a community which must respect us in proportion to our qualities and merits.

The extent of our claims will be that required by the degree of dignity to which we are entitled and which we desire to obtain. These claims, while they are made to those who owe us respect, require that we demand of our-

selves that which no one else could grant us. It is a question of hewing for ourselves, in the community and in the respect of others' rights, the place we are entitled to in the common effort towards the responsibilities that make us conscious of being the makers of our own destiny.

Justice and charity must prevail throughout our economy and must be expressed in a living and active way, not only at the level of the company but also at the level of the profession and of our provincial and national economy. Let us not limit our views to immediate objectives with no valuable and durable results for the mass of the workers, or not having general perspectives whose application will later give us the profound satisfaction of having accomplished a task of moral improvement.

—Canon Henri Pichette, General Chaplain of the CCCL. in message to the organization's 31st annual convention.

much to be done in the trade union field, and to urge the delegates to work for the common good.

"The more you advance and the more you develop," he said, "the more you will notice that new difficulties and far-reaching problems are increasing. You have to ponder on increasingly important matters which call for ever-greater consideration and effort."

Speaking on present-day problems, the General Chaplain stated: "The opposition we are now facing comes not only from interests and prejudices, but also from concepts of society."

Canon Pichette also referred to the extensive debate at the convention on the political orientation of the CCCL.

"They say you should not engage in politics," he noted, "and yet, true politics is the noblest thing devolving upon man. The social problem which concerns us cannot be considered independently from politics. The motivating object of our movement is non-isolated professional benefit, and we cannot attain this without politics."

Canon Pichette added: "We must consider, weigh and determine the circumstances in which our political action is to develop. You must go back to the true meaning of politics and face this important

problem irrespective of individuals. Do take the large view; the more we rise, the more we are truly God's servants; the more we rise, the more we forget ourselves. If you face the problem from this angle, there will be no danger."

## Elections

General President Gérard Picard and General Secretary Jean Marchand were re-elected by acclamation. Mr. Picard begins his seventh consecutive term as General President, while Mr. Marchand was elected to his fifth consecutive term as General Secretary. Roméo Ethier was re-elected Treasurer, defeating Emile Hébert of Shawinigan Falls.

The convention increased the number of its vice-presidents from six to seven and decided to entrust the seventh post, by tacit agreement (women are in fact eligible for any position on the Executive Committee), to a woman. Close to 30 per cent of the CCCL membership is made up of women. Five candidates stood for this position and it was only after the third vote that Miss Yolande Valois of Sorel was elected seventh vice-president.

The six other vice-presidents are: René Gosselin, Granby, elected first vice-president by acclamation to replace Gaston Ledoux, member of the Legislative Assembly;



The CCCL Executive for the coming year: front row (left to right), Roméo Ethier, Treasurer; Canon Henri Pichette, Chaplain; Gérard Picard, General President; Jean Marchand, General Secretary; back row (left to right), Vice-Presidents Lucien Dorion, Horace Laverdure, René Gosselin, Yolande Valois, Adrien Plourde, F. X. Légaré and Rodolphe Hamel.



Horace Laverdure, Montreal, re-elected second vice-president by acclamation; Lucien Dorion, Quebec, re-elected third vice-president by acclamation; Adrien Plourde, Arvida, who won over the previous fourth vice-president, L.-P. Boily, Jonquière; F.-X. Légaré, Rimouski, re-elected fifth vice-president by winning over Emile Hébert, Shawinigan Falls; Rodolphe Hamel, Asbestos, re-elected sixth vice-president by winning over G.-A. Gagnon, Montreal.

#### Press Releases

The CCCL, taking advantage of the presence of some 400 delegates at its sittings, issued a number of special news releases, two of which concerned strikes, one at Associated Textiles Ltd., Louiseville, and the other at Vickers in Montreal.

The press release concerning the strike in Louiseville, a solemn and pressing appeal to the authorities and the public, asked that the present situation "which consti-

tutes, in fact, an expression of contempt for our principles of freedom and which violates even the elementary rules of decency, be corrected as soon as possible".

This statement, in the form of a strong resolution, adopted unanimously, protested, among other things, against the attitude of the provincial police in this strike and urged the authorities responsible for the common good "to interfere in order to prevent violent reactions".

The press release concerning the strike at Vickers was published for the purpose of denying the existence of any agreement between the CCCL and the Communists and to "express disapproval of all actions which may have led to disturbances".

A telegram was sent to the Hon. Maurice Duplessis, as Attorney General of the province of Quebec, asking him to stop the proceedings against some 150 asbestos miners undertaken following the strike in 1949 and to return the bail put up.

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## Canadian Aircraft Plant Trains Its Own Apprentices, Technicians and Leaders

Training Manager of A.V. Roe Canada Limited describes his company's teaching program to produce skilled tradesmen and future executives

"Is there really plenty of room at the top in Canadian industry? Are personnel for top management positions as scarce as they are said to be? Is there a serious shortage of engineers and technically-trained men." Avro Canada's training and safety manager, Donald S. Clark, asks and answers all three questions in an unqualified affirmative.

In an article, "Training for Tomorrow", published in the summer issue of the company's publication *Jet Age*, Mr. Clark writes:—

"At the present time such new, home-grown industries in Canada as aircraft and engine manufacturing are in little more than their infancy. But they are growing quickly with the coming trend to make Canada more and more industrially independent. With this expansion comes the demand for more all-round practical and technical men for jobs both as leaders and as technicians. It is also understandable that as industries such as aviation become more complicated there is a marked increase in the proportion of skilled engineering labour required.

"The lack of suitable leaders and skilled help today poses a grave problem to our infant industries. Our educational institutions have not been able to meet the problem completely nor have we been able to import the type of men we want. The only answer seems to be for Canadian industry to train its own technicians and more important its own leaders, along the lines it wants them to develop.

"It is of little use for our industrialists to be versed in technical theory if they cannot apply it in the practical field. The combination of technical knowledge and practical experience is hard to acquire. . . .

"The type of man required by Canadian industry today must be able to visualize his chosen line of work for many years ahead. He must be able to implement growth and in many cases anticipate growth. He must be able to make sound decisions and have the moral courage to carry these decisions through, once he is sure they are right. His ultimate aim should be, just as it is at Avro Canada, to produce more and yet improve his product in production. At the same time



he should cut the costs of this production to its very minimum. He must be able to pick men for this production, guide them, encourage them, and above all, talk their language whether they be designers, draftsmen, loftsmen, machinists, toolmakers, machine operators, or aircraft mechanics."

Graduates of technical institutes and universities, Mr. Clark observes, are only at the start of their quest for a responsible position in industry; they must learn to apply the knowledge they have gained. It is, he says, the responsibility of industry to complete the education of these future executives and technicians. They must learn how various industrial departments are run and why they function in various ways.

"As much as possible through their own efforts, they must find out the capabilities of the various tools and machines," he says. "They must manipulate sheet metal, join pieces of this metal together so, in our particular industry, to produce an aircraft which is safe enough to fly through space at almost unbelievable speeds."

Describing the training plan in effect at Avro Canada, Mr. Clark says the new recruits work for four days a week alongside men who are actually making aircraft and engines, and so become familiar with the manufacturing processes. They get to know the men and to understand their outlook; they learn to recognize the types of material used and their limitations; and they become adept in the use of machine tools. Added to this, they fill an important role of liaison between the worker on the floor and the man on the drafting board. In this field alone, he comments, there is a vital need "since these two types of workmen represent two entirely different ways of thinking and they are both conscious of their prerogatives and skills."

By thus moving from one department to another, following a carefully worked-out plan, Mr. Clark points out they become thoroughly acquainted with the organization of the company and the reasons for certain company policies.

Eventually, he says, they find their own place in industry. "Judicious questioning by the foreman, together with written reports on the trainees, gives a reliable

guide as to where best to locate them." Similar self-appraisals made by the trainees themselves supplement these reports.

In a general statement of some of the principles which he considers should govern the training of new recruits, Mr. Clark says:—

"Generally speaking, the trainee should have the same working conditions in the school he attends at the company's expense as in the shop. He should work to the same system of timekeeping and work-order cards, and his instructor should also take on the role of his inspector. He should be required to produce his projects to a required standard of quality and his work record should meet inspection standards.

"Throughout his training the new recruit should be taught safety working methods and habits. Lectures and demonstrations on various other aspects of good industrial relations practice might profitably be given. Company policy and communications should be fully explained, together with the union agreement and how it affects the workers.

"The selection of instructors obviously is vitally important. They should come from the production floor and be given a thorough training themselves in the art of teaching. Since these men are former shop workers they will be very familiar with shop requirements. The basis of selection should be trade knowledge, ability to handle men, personality and the desire to help others by instruction.

"These instructors should be made responsible for drawing up their individual syllabi, keeping in mind at all times that even the easiest of operations is difficult until the trainee has the know-how and sufficient practical experience to master the subject. Many of these subjects are best taught by simple lectures. These must be carefully compiled and correlated to the practical work and given to the trainee at suitable intervals."

Canadian industry as a whole would benefit enormously, Mr. Clark concludes, if training courses along such lines were set up.

Canada's cost-of-living index stood at 187.6 at September 2. The latest index figure from Italy was 4,916 (1938=100); from France, 144.8 (1949=100); from India, 339 (1939=100); from Denmark, 220 (1939=100); from Mexico, 448.8 (1939=100); and from Sweden, 225.1. The Australian index reached 236.6 last March.

# Quebec Department of Labour Issues

## Report for Year Ending March 31, 1951

The report of the Quebec Department of Labour for the year ending March 31, 1951, gives a comprehensive picture of the administration of Quebec labour laws. With text in English and French, the report contains more comment and explanation than in previous years, as well as the usual tables showing applications considered, inspections made, certificates issued, etc.

The first section, entitled "Employer-Employee Relations," summarizes the activities of the Superior Labour Council, the Labour Relations Board, the Conciliation and Arbitration Service, the Collective Agreements Division, the Minimum Wage Commission, the Fair Wages Officer, and the Apprenticeship Assistance Service.

The second part, dealing with the responsibility of the Department for the safety of persons and property, covers the inspection of industrial and commercial establishments, the examination and licensing of stationary engineers, electricians and pipe-mechanics, and the inspection of pressure vessels, electrical installations and plumbing.

The third part describes the work of the Provincial Employment Service and the Workmen's Compensation Commission.

### Superior Labour Council

The Superior Labour Council is a body composed of eight representatives of organized labour, eight representatives of employers, and eight other persons skilled in social and economic matters, whose duty is to study questions relating to collective agreements, minimum wages, accident prevention, apprenticeship and other labour matters at the request of the Minister of Labour. A permanent board of nine members drawn from the larger body prepares the Council's work and serves as a connecting link between it and the Minister of Labour. Representatives of the Department of Labour and the Department of Trade and Commerce are associate members of both the council and the board; they may take part in deliberations but have no voting power.

The report submitted by the secretary of the Superior Labour Council for the fiscal year ending March 31, 1951, states that the one topic studied was the co-ordination and unification of the principal

industrial relations laws. The plenary Council met five times, the board 10 times, and the special committees 25 times.

The secretary reports that the Council has established a special library of 3,500 volumes in the Department of Labour devoted to the study of the human being at work.

### Labour Relations Board

Meeting on 83 days during the year, the Quebec Labour Relations Board granted 338 union applications for certification as bargaining agent, refused 87, amended 38 certificates previously issued and cancelled 78 certificates. The new certificates issued covered 27,541 employees. Five employers' associations were certified for a total of 159 employers. Thirty-three representation votes were ordered. The Board also studied and granted 324 requests for the services of a conciliation officer, issued 12 authorizations to prosecute for violation of the Labour Relations Act or the Public Services Employees Disputes Act, and dealt with 133 complaints of unfair labour practices including 68 complaints of dismissal on account of union activity, 51 of intimidation, 11 of illegal strikes and three of illegal lockouts.

Under the Quebec Labour Relations Act, the certified bargaining agent is required to send to the Board two certified copies of any collective agreement concluded before the agreement will take effect. The report of the statistical service states that copies of 635 agreements covering 122,570 employees and 159 copies of amendments covering 20,294 employees were received during the year under review. This brought the total of collective agreements filed to 1,198, governing the working conditions of 189,717 workers.

Besides registering agreements and their amendments, the Board writes to the parties to an agreement the month after it expires in order to learn whether it has been repealed, automatically renewed with or without amendments or replaced by a new agreement. Each month a statistical report is made of the agreements filed.

During the year the provisions relating to statutory holidays, vacations with pay and check-off were studied in 744 of the agreements and various reports were made for the use of the Board and the Department concerning increases in wages granted



by the new agreements, particularly in the textile and pulp and paper industries.

### **Conciliation and Arbitration Service**

The Conciliation and Arbitration Service co-operates with the Labour Relations Board in the enforcement of the Trade Disputes Act, the Labour Relations Act and the Public Services Employees Disputes Act. The report notes that the activities of this branch have steadily increased since 1945, except for the year 1949-50. In 1945 there were 138 interventions in disputes affecting 266 employers and 22,355 employees, while in the year ending March 31, 1951, there were 407 interventions in disputes involving 8,222 employers and 143,140 employees. The percentage of the interventions considered successful fluctuates between 42 and 60 per cent.

Councils of arbitration (the equivalent of conciliation boards in the other provinces) were established in 109 disputes, affecting 1,176 employers and 42,451 employees. In only 27 per cent of the interventions was it necessary to establish councils of arbitration, a decrease of nine per cent from the previous year.

Other work performed by this branch included the conducting of 88 investigations on behalf of the Labour Relations Board. In 25 cases the disputes were settled by conciliators; 54 were referred back to the Board. Moreover, the conciliators had to deal with 51 disputes which caused a loss of 110,605 man-working days. The Service also investigated 56 cases concerning parity committees.

### **Collective Agreements Division**

This branch is responsible for the administration of the Collective Agreement Act, under which certain terms of collective agreements may be made binding by Order in Council on employers and employees in an industry within a specified area.

During the year 1950-51, 10 new decrees were approved, four of them applicable to new groups not previously covered by a decree. Four other decrees were repealed during the year, so that the total on March 31, 1951, was 96, the same as on April 1, 1950. During the same period 112 amendments to decrees were ordered and nine decrees were extended.

Under the Act, parity committees may require all employees governed by the decrees which they administer to have a certificate of competency or a certificate of classification. During the year, 48 parity committees, in barbering, construction and garage work and some other trades, made the holding of a certificate compulsory.

### **Minimum Wage Commission**

On April 1, 1950, 14 ordinances under the Minimum Wage Act were in effect; their application was extended until May 1, 1951, by an Order in Council of April 12, 1950. The minimum rates for forest workers and for unorganized workers covered by Ordinance No. 4 were increased by about 20 per cent in November, 1950. Other amendments during the year made it possible to extend the vacation-with-pay plan to all construction workers except manual labourers and established a 54-hour work week for workers engaged in the manufacture of looms. At March 31, 1951, the vacation stamp system was in use for construction workers in Montreal, Hull, St. Hyacinthe, Sherbrooke, Joliette and St. Jean.

The Commission's jurisdiction includes approximately 43,732 employers and 984,251 employees. Its inspection service conducted 16,914 investigations during the year to enforce the application of minimum wage orders. To inquire into grievances, 1,983 special inspections were made. In addition to their minimum wage inspections, the inspectors assisted the Labour Relations Board by carrying out 83 investigations as to unfair labour practices and the verification of union membership and by presiding over 17 certification votes.

Many claims were made for the difference between the legal minimum and the wages actually paid, particularly because of the amendments increasing minimum rates. As the result of claims, 2,696 employers were required to reimburse 8,073 employees a sum of \$85,743.30. In 81 cases lawsuits were instituted against employers to recover \$7,940.28 in wages on behalf of 494 employees, 336 men and 158 women.

The Commission issued four permits of exemption from minimum wage orders to four employees of restricted mental or physical capacity.

The report states that a statistical service has been established to obtain and release up-to-date information on working conditions and wages.

By a levy on payrolls of employers subject to the jurisdiction of the Commission \$1,094,204.53 was collected during the year to be applied towards the costs of administration of the Act.

### **Fair Wages Officer**

The Fair Wages Officer is responsible for ensuring that contractors performing work for any department of the provincial Government comply with the fair wages schedule, which sets rates equal to those considered usual for competent workmen in



the district. He reports that most contractors willingly complied with the request to forward their payrolls and that the claims filed for reimbursement where the wages paid were lower than those in the schedule amounted to \$30,407.32.

### **Apprenticeship Assistance Service**

Quebec has its own provincial apprenticeship system and does not receive financial assistance from the federal Government for apprenticeship training under the Vocational Training Co-ordination Act. Under the Apprenticeship Assistance Act, incorporated commissions offer regular day courses and part-time day or night courses to apprentices and journeymen. Since the establishment of the Service in 1945, 21 municipalities have been recognized as apprenticeship centres and 16 commissions have been incorporated. A new commission was incorporated in 1950-51 for the building trades in Terrebonne County. As well as several commissions for the building trades, commissions have been established for barbering and hairdressing, the automobile industry, printing trades, shoe manufacturing, garment manufacture and clock manufacture.

The report includes summaries of the activities of all the commissions. A large commission is the one for the Building and Engineering Construction Trades in Montreal which had, during the year 1950-51, 146 apprentices enrolled in day courses, 1,030 apprentices and journeymen taking night courses, and 219 apprentices graduating. It has a staff of 25 full-time and 20 part-time instructors. Since 1946 this apprenticeship centre, at the request of the parity committee or labour organizations, has given trade tests to 1,281 persons applying for certificates of competency. Another service offered is a system of loans to apprentices.

### **Inspection Services**

#### **Industrial and Commercial Establishments and Public Buildings**

An inspection service is responsible for the enforcement of the Act relating to Industrial and Commercial Establishments, the Scaffolding Inspection Act, the Limitation of Working Hours Act, the Weekly Day of Rest Act, the Public Building Safety Act, and regulations relating to foundries, ice cutting, the handling and use of explosives, the protection of persons working in compressed air, and regulations under the Public Health Act relating to sanitary conditions in industrial establishments.

Inspection services are carried on by 34 inspectors, each of whom specializes in either construction yards, public buildings or industrial establishments. In construction yards, the inspectors must examine scaffoldings, tackles, pulleys, cranes, hoists and safety devices. In industrial establishments they must enforce rules of safety and hygiene and encourage a spirit of accident prevention among workers. The chief responsibility of inspectors assigned to public buildings is fire prevention and provision for safety in cases of emergency. The Chief Inspector reports that the educational campaign of fire drills in buildings with dormitories was continued during the year. These inspectors must also apply the provisions of the Weekly Day of Rest Act in clubs, cafes, hotels and restaurants.

During the year under review, 89.9 per cent of the inspectors' recommendations were carried out by employers and owners of buildings. Six lawsuits were undertaken against obstinate proprietors or employers.

The branch is responsible also for the examination of shotfirers under the explosives regulations. During the year, 887 first class permits and 1,650 lumbermen's permits were issued. No fatal accident occurred in this industry.

During 1950-51, 16,660 inspections were carried out of industrial and commercial establishments. In addition, 9,808 investigations were made of accidents, conditions of safety and sanitation, working hours, certificates of age for admission to employment, provision for a weekly day of rest, and other matters affecting the welfare of employees. A total of 4,725 improvements were carried out during the year in these establishments at the request of inspectors.

In public buildings, 9,613 inspections and 2,459 special investigations were made, and 4,237 improvements carried out. A total of 744 certificates were issued for public buildings found in conformity with the Act.

#### **Pressure Vessels**

The report of the Board of Examiners of Stationary Enginemen and Inspection Service of Pressure Vessels states that 13,347 licences were issued to stationary enginemen in 1950-51, an increase of 891 over the previous year, and 1,585 candidates, or 71 more than in 1949-50, took the examinations. During the year 36,246 inspections of pressure vessels were made, including 1,708 inspections of new vessels. The total of inspections was 11,824 greater than in the previous year. Certificates issued for pressure vessels numbered 11,861, an increase of 1,165 over 1949-50. There

were also 1,613 plans for pressure vessels, heating systems, piping and refrigeration checked during the year.

### **Electrical Installations**

The report of the Board of Examiners of Electricians and Inspection Service of Electrical Installations noted a marked increase in the construction and repair of buildings during the year under review. Because of this increase, the annual inspection of industrial and public buildings had to be limited to the most important ones and to those most likely to contain fire hazards.

The Board examined 1,576 new candidates for electrician's licence and 13,459 licences were issued, almost 500 more than in the previous year. The number of apprentices registered, 1,971, was 122 more than in 1949-50.

### **Plumbing**

The report of the Board of Examiners of Pipe-Mechanics states that its inspection service is responsible for visiting all new constructions and all public and industrial establishments where plumbing repairs or alterations are being done to ensure that all persons doing the work are properly licensed under the Pipe-Mechanics Act and that the work is being done with approved materials in accordance with the standards set by the Provincial Plumbing Code. This Code applies to municipalities with a population of 5,000 or more. There was an increase of 2,236 inspections from the previous year, making a total of 48,360 in 1950-51.

The Board issued 9,978 licences during the year, including 1,275 to contractors, 4,893 to journeymen and 3,810 to apprentices. The number of candidates taking examinations was 2,014, 234 more than in 1949-50. Sixteen prosecutions were made for violation of the Pipe-Mechanics Act.

### **Provincial Employment Service**

During the year 1950-51, employment was found through the Provincial Employment Service for 45,707 men, 24,626 women, 6,966 boys and 6,363 girls.

Forest industries were most active and made use of all the manual labour available. They accounted for 26.14 per cent of the placements. Several important lumber companies increased the number of their camps. The report mentions the co-operative lumber camps now in operation, which enable groups of farmers to replace "jobbers" and so to work under better financial conditions. They also permit farmers of the same locality to live and work together. Another industry

where the demand for labour was great and wages were good was the construction industry, in which 16.61 per cent of the total number of placements were made.

Separate sections of the employment bureaus deal with women and with juvenile applicants. Under Order in Council No. 50, the officers of the Employment Service have powers similar to those of the inspectors of industrial and commercial establishments, and, in collaboration with these inspectors, keep under strict supervision the employment of children between 14 and 16 years of age, who must have a labour permit in order to work. On April 1, 1951, 10,050 children were employed, including 5,171 boys and 4,879 girls, of whom 3,030 were in office and store occupations, 2,027 in the garment industries, 963 in food industries, 847 in textiles and 840 in leather and rubber industries.

Two bureaus, one in Montreal and one in Quebec, operate a special service for the rehabilitation of ex-tubercular patients.

Two new employment bureaus were opened during the year, one at St. Joseph d'Alma and the other at Sept Iles, with a view to recruiting the labour required for the erection of dams at Chute au Diable and for the working of mines in the New Quebec area.

Under Section 8 of the Employment Bureaus Act, employers may obtain a permit to operate their own employment bureaus, provided that they send a monthly report to the Service and do not exact remuneration from anyone seeking employment. During 1950-51, 243 industrial and commercial establishments obtained permits.

### **Workmen's Compensation Commission**

The report of the Workmen's Compensation Commissioners states that 86,246 accidents occurred during the year and that the number of accidents in the decade from 1941 to 1950 was approximately twice that from 1931 to 1940, in spite of the successful efforts of both employers and workers towards accident prevention.

Two clinics for victims of silicosis were opened in July, 1950.

The Director of the Rehabilitation Service reports a total of 820 persons rehabilitated during 1950, 388 entirely by the Service and 432 with some help from the Service, and 473 still undergoing treatment at the beginning of 1951. He stated that the officers of the Service visit the injured at the very start of their stay in hospital. During 1950, they made 1,651 visits to the injured and also visited 2,626 employers. They try to convince the



employer that when he takes back an injured workman in a position consistent with his capacities, the rehabilitated person is not a liability but an asset, since these

persons have proved to be diligent and careful workers. In nearly every case the employer is willing to take back his employee, the report states.

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## Dr. A. B. MacDonald, National Secretary of Co-operative Union of Canada, Dies in Ottawa

With the passing September 13 in Ottawa of Dr. Angus B. MacDonald, the Canadian co-operative movement lost a staunch supporter and energetic worker.

Born at Glassburn, N.S., 59 years ago, Dr. MacDonald dedicated his life to improving the lot of his fellow men. At the time of his death he was National Secretary of the Co-operative Union of Canada, which he organized in 1944.

Among his many activities was his sponsorship in Canada of C.A.R.E. For two years he served as National Chairman of the United Nations International Children's Emergency Fund. He was a member of the standing committee on rural life of the United Nations Food and Agriculture Organization.

Dr. MacDonald made a "two-fold contribution" to the Canadian people, said Dr. M. M. Coady, director emeritus of St. Francis Xavier University's Extension Department. Paying tribute to Dr. MacDonald, Dr. Coady went on to say:—

"He was a brilliant leader in the profession of adult education for democratic action and he helped to shape and create that profession.

"His was a keen and penetrating mind, always ahead of the people but practical enough to always keep within range of the possible. He was a man of untiring energy and can be called Canada's greatest

long-distance organizer. Gifted enough to have climbed to the top in any profession, he elected instead to dedicate himself to economic freedom for the little people."

After he was graduated from St. Francis Xavier University and the Nova Scotia Agriculture College, Dr. MacDonald became, in 1916, the first district agricultural representative appointed in Nova Scotia.

He became, in 1920, a livestock promoter for the federal Government in Nova Scotia and in 1922 took charge of a national program to improve the quality of Canadian bacon.

In 1925 Dr. MacDonald returned to Nova Scotia as inspector of schools for Antigonish and Guysboro counties. When the extension department of St. Francis Xavier University was opened in 1930, Dr. MacDonald was named assistant to the director, Dr. Coady.

In 1944 he was invited to organize the Co-operative Union of Canada; he served as the Union's National Secretary until his death.

On the evening prior to his death, he was awarded the degree of Honorary Doctor of Laws by St. Francis Xavier University. The degree was to have been conferred next year at a convocation celebrating the 100th anniversary of the university.

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## J. J. O'Grady, Veteran Railway Unionist, Dies in 81st Year

A prominent railway trade unionist has died in Ottawa just one month before he would have completed 50 years as a union member. He was John J. O'Grady, Vice-President of the Brotherhood of Maintenance of Way Employees (AFL-TLC), who died September 22 at the age of 80 years.

Mr. O'Grady had been vice-president of the Brotherhood since 1940. Since that date he had served as Vice-Chairman and

as Chairman of the Canadian Railway Board of Adjustment No. 1 and was a member of the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods.

The veteran railroader joined the union October 29, 1902. He was elected Assistant General Chairman of the Brotherhood in 1919, General Chairman in 1923 and a Vice-President in 1940.



# International Labour Organization

## Meetings Held by ILO Metal Trades, Iron and Steel Industrial Committees

The ILO's Metal Trades Committee and Iron and Steel Committee\* held their fourth sessions in Geneva in April and May this year. Canada was represented at both meetings by tripartite delegations.

Both Committees first considered a general report dealing with: action taken in various countries in the light of the conclusions of previous sessions; steps taken by the ILO to follow up the studies and enquiries proposed by the Committees; and recent developments in the industries.

In both Committees, it was recommended that, wherever possible, participating governments should prepare information requested for use of Committees, in co-operation with the representative workers' and employers' groups in their respective countries. It was pointed out that the value of material prepared for study of industrial committees would be greatly enhanced if it could be made available for study by delegates well in advance of the meetings.

In addition to discussion of the general report, each Committee was called upon to study two technical reports and to make recommendations upon them.

The Metal Trades Committee studied reports on human relations in metal-working plants and factors affecting productivity in the industry.

In the matter of human relations, it was recommended that employers' and workers' organizations should recognize that the well-being of the workers, the prosperity of the undertaking, and the safeguarding of consumers' interests were dependent upon the development of good human relations in industry.

In the discussion on productivity, it was recognized that increases in productivity were essential as a means of improving the standard of living of all sections of any community. Measures which would promote the most productive utilization of labour were discussed.

\*In 1945, the Governing Body of the International Labour Office inaugurated Industrial Committees to deal with problems of some of the most important international industries.

The Iron and Steel Committee considered technical reports on vocational training and promotion and on welfare services in the iron and steel industry.

The sub-committee which studied vocational training and promotion recommended that vocational training programs should have the fourfold objective of developing in the trainee a sense of individual responsibility, intellectual ability, manual dexterity and good physique. Vocational training for adults should be essentially practical and aim at fitting those already in the industry for more difficult jobs as well as the instruction of workers just entering the industry.

The sub-committee on welfare services drew attention to the fact that, in most countries, public authorities have laid down minimum standards of welfare and amenities within factories. In many countries, the iron and steel industries have provided welfare measures and amenities for their employees in excess of the minimum legal requirements. Bearing in mind the fact that welfare standards vary in different countries, in accordance with differences in economic, industrial and social development, the sub-committee stressed that improvements to the working environment, over and above minimum legislative requirements, are the responsibility of management and should be effected in consultation with the workers concerned.

The Iron and Steel Committee asked the ILO to study the problem of maintaining a high and stable level of employment in the industry in the event of any recession in the present high level of demand. It recommended that the attention of the Secretary-General of the United Nations should be drawn to this problem, to have it considered by the various appropriate international organizations.

Resolutions were passed urging co-operation with regional organizations such as the European Coal and Steel Community, the Economic Commission for Asia and the Far East, and the Economic Commission for Latin America.

# ILO Governing Body Meets in 119th Session

The 119th session of the ILO Governing Body was held in Geneva, Switzerland, on May 30-31 and June 27, 1952, with various committees meeting before and after the session. Bruce Williams, assisted by Kenneth McIlwraith, both of the Canadian Permanent Delegation at Geneva, substituted at the session for Dr. Arthur MacNamara, the Canadian Member of the Governing Body.

Canadian employers' groups were represented by Harry Taylor, Canadian workers' organizations by Claude Jodoin.

At the close of the session, Fernando Cisternas Ortiz, Minister of Chile in Switzerland, was unanimously elected Chairman for the coming year, replacing Paul Ramadier of France.

As possible items for the agenda of the International Labour Conference, the Gov-

erning Body decided to consider hours of work in mines other than coal mines and weekly rest periods in commerce and offices. A tripartite sub-committee was set up to make a general review of the work of the industrial committees.

For the Latin American Manpower Technical Conference late this year, an agenda was decided upon covering manpower problems and programs. The Governing Body also discussed other matters such as general financial and administrative questions, the work of the industrial committees, freedom of association, and reports on regional conferences and meetings of advisory committees.

The next meeting of the Governing Body will be held in November, 1952, at Geneva.

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## Convention on Accommodation of Ships' Crews Will Come into Force Next January--Morse

An International Labour Organization convention which requires countries ratifying it to assure specified minimum standards of accommodation for the crews of their merchant ships will come into force next January 29, it has been announced by David A. Morse, Director-General of the ILO.

Designed to make the seaman's life healthier and more comfortable, the Convention lays down detailed standards covering the size of berths, the amount of sleeping space per man, the maximum number of men per room, the number of baths and wash-basins, the lighting, heating and ventilation to be provided, and messing and recreation facilities.

It provides that sleeping rooms shall be situated amidships or aft and above the load line and specifies a minimum of 30 square feet of floor area per man in ships of 3,000 tons or more. It declares that not more than four men shall occupy a room, except in certain specified circumstances, and forbids arranging berths in more than two tiers.

The minimum standard of lighting, the Convention stipulates, "shall be such as to permit a person with normal vision to

read on a clear day an ordinary newspaper in any part of the space available for free movement."

The Convention provides further that mess rooms shall be located apart from sleeping rooms, and that the crew shall have access to open deck space. It stipulates one bath tub or shower and one water closet for every eight crew members, a wash basin for every six. It also requires separate hospital accommodation in ships carrying a crew of 15 or more and engaged in a voyage of more than three days.

The Convention was adopted at a special maritime conference of the ILO at Seattle, Washington, in 1946. It was revised in certain particulars by the ILO's general conference in 1949.

It provides that it shall come into force six months after it has been ratified by seven of 23 specified countries. It is further provided that at least four of these countries shall each have at least 1,000,000 gross register tons of shipping.

These conditions were fulfilled with the deposit by Portugal of its ratification. The other countries which have ratified are Cuba, Denmark, Finland, France, Ireland, Norway and Sweden. Of these, Denmark, France, Norway and Sweden each have the required 1,000,000 register tons.





The latest tabulation of the number of labour-management production committees officially listed by the Department of Labour shows that at August 31, 1952, there were 863 committees, an increase of 67 committees over the total of 796 reported in February.

Figures showing the number of workers represented on LMPCs are available only to June 30. At that date, 327,241 Canadian workers were represented on 851 committees. Between September 30, 1951, and June 30, 1952, more than 15,000 Canadian workers were added to the growing ranks of those represented by LMPCs.

Ontario continued its lead over the other provinces, having 396 committees representing 143,740 workers. Quebec was next with 179 committees. Figures for the other provinces are: Newfoundland, 1; Prince Edward Island, 2; Nova Scotia, 22; New Brunswick, 31; Manitoba, 64; Saskatchewan, 51; Alberta, 41; and British Columbia, 64.

The majority—466—of LMPCs are established in manufacturing industries. However, most industrial classifications are represented.

The breakdown of union affiliations of bargaining agencies participating in LMPCs shows that with respect to 341 committees (158,526 workers) the union was affiliated with the Trades and Labour Congress of Canada; 296 committees (80,586 workers) with the Canadian Congress of Labour; 45 committees (11,275 workers) with the Canadian and Catholic Confederation of Labour; and 169 committees (76,854 workers) with various other groups.

\* \* \*

A comprehensive safety program at the Sir Adam Beck Project No. 2 of the Ontario Hydro Electric Commission has resulted in a 50 per cent drop in the number of accidents as compared to the first Niagara development.

Safety policy is aimed at developing job-safety through increased employee participation. *The Niagara News*, the project weekly, has described the organization of the safety program as follows:—

“Steps taken by the Commission to ensure a continued, progressive safety

program on the project have been well planned and numerous. All safety matters have been placed under the control of divisional Labour-Management Production Committees. These committees are in operation in all divisions of the project. Members consist of divisional foremen, union stewards, elected workmen, divisional construction superintendents and divisional safety superintendents. Committees normally meet once a week to consider safety and other job matters within their division and to order any action deemed necessary.

“Safety matters which involve policy decisions are referred by the divisional committees to the Central Safety Committee. This is a policy determining body composed of the senior management of the project. The General Construction Superintendent is permanent chairman and the members include the Project Manager, Divisional Superintendents, Personnel Superintendent, Project Medical Officer and Project Security Officer. The Central Safety Committee normally meets once a month and resolves project safety regulations in the light of job progress and reports received from divisional committees.”

The Niagara Development Allied Council AFL, the bargaining agent, is co-operating with the management in carrying out this program.

\* \* \*

A highly successful open house held recently at the Ocean Falls plant of Pacific Mills Ltd. provides an excellent example of labour-management co-operation. Members of Local 312 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC), and Local 491 of the International Brotherhood of Paper Makers (AFL-TLC), acted as guides, helped to serve refreshments and performed other functions in connection with the affair.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued 13 certificates designating bargaining agents, ordered two representation votes, and allowed the withdrawal of two applications for certification. During the month, the Board received two applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

### Applications for Certification Granted

1. Local 511, United Packinghouse Workers of America, on behalf of a unit of flour mill employees of the Maple Leaf Milling Co. Limited, Medicine Hat, Alta. (L.G., Aug., 1952, p. 1075).

2. Local 511, United Packinghouse Workers of America, on behalf of a unit of flour mill employees of The Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta. (L.G., Aug., 1952, p. 1075).

3. Local 510, United Packinghouse Workers of America, on behalf of a unit of flour mill employees of Lake of the Woods Milling Company Limited, Medicine Hat, Alta. (L.G., Aug., 1952, p. 1075).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck and stewards departments of the M.S. "Gulf Wing", operated by Gulf Lines Ltd., Vancouver (L.G., Aug., 1952, p. 1076).

5. Seafarers International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck, engine room and stewards departments of vessels operated by Davidson Marine Limited, Vancouver (L.G., Aug., 1952, p. 1076).

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of The Patricia Transportation Company Limited, Winnipeg, employed in miscellaneous classifications (L.G., Sept., 1952, p. 1207).

7. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of the deck, engine room and stewards departments of the S.S. "Sudbury", operated by Badwater Towing Company Limited, Vancouver (L.G., Sept., 1952, p. 1207).

8. National Association of Marine Engineers of Canada, Inc. (Great Lakes and

Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed by The Reoch Steamship Company Limited, Montreal (L.G., Aug., 1952, p. 1076).

9. Overseas Communications Union, Local No. 272, CCL, on behalf of a unit of operating and engineering employees employed by the Canadian Overseas Telecommunications Corporation, Montreal (L.G., Aug., 1952, p. 1076).

10. Overseas Communication Union, Local No. 272, CCL, on behalf of a unit of clerical employees employed by the Canadian Overseas Telecommunication Corporation, Montreal (L.G., Aug., 1952, p. 1076).

11. Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Frenchy's Transport Ltd., Yellowknife, N.W.T., employed in miscellaneous classifications (L.G., June, 1952, p. 754).

12. Local No. 4, Marine Department, Canadian Communications Association, A.C.A., on behalf of a unit of radio operators employed on vessels operated by Union Steamships Limited, Vancouver (L.G., July, 1952, p. 913).

13. Canadian Air Line Navigators Association, on behalf of a unit of navigators employed by Canadian Pacific Air Lines Limited, Vancouver (L.G., June, 1952, p. 754).

### Representation Votes Ordered

The Board ordered representation votes of units of employees affected by the following applications for certification:—

1. West Coast Seamen's Union (Canada), applicant, Seafarers' International Union of North America, Canadian District, applicant, and Marine Express Lines Limited, Vancouver, respondent (L.G., Aug., 1952, p. 1076, and L.G., Sept., 1952, p. 1207).

2. Canadian Air Line Pilots Association, applicant, and Maritime Central Airways Limited, Charlottetown, P.E.I., respondent (L.G., Aug., 1952, p. 1076).

### Applications for Certification Withdrawn

During the month, the Board allowed the withdrawal of the following applications for certification:—

1. Saskatchewan Wheat Pool Employees' Association, applicant, and Saskatchewan Co-operative Producers Ltd., Regina, respondent (L.G., Aug., 1952, p. 1076).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, applicant, and Canada Malting Co. Limited, Port Arthur, respondent (L.G., Sept., 1952, p. 1207).

### Applications for Certification Received

1. Order of Railway Conductors of America, on behalf of a unit of road train conductors employed by the Canadian Pacific Railway Company on its Prairie and Pacific Regions (Investigating Officer: J. L. MacDougall).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of operating and maintenance employees of the Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officer Appointed

During August, the Minister appointed Raoul Trépanier as Conciliation Officer to deal with a dispute between Keystone Transports Ltd., Montreal, and the Canadian Merchant Service Guild, Inc., concerning the revision of their collective agreement.

## Settlement Reported by Conciliation Officer

During the month, the Minister received a report from John R. Kinley, Conciliation Officer, advising of the settlement of matters in dispute between the National Harbours Board and the Canadian Brotherhood of Railway Employees and Other Transport Workers, representing employees of the Board at Halifax (L.G., July, 1952, p. 914).

## Conciliation Board Appointed

During the month, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between various Canadian railway systems, including the Canadian National Railways, and the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, and a number of railway labour organizations representing, mainly, non-operating employees of the companies. The Board was established following receipt by the Minister of the report of Messrs. A. MacNamara, Deputy Minister of Labour, and M. M. Maclean, Assistant Deputy Minister of Labour, who had previously been appointed as Conciliation Officers (L.G., Sept., 1952, p. 1207). During the month, the Board was fully constituted as follows: Hon. Mr. Justice R. L. Kellock, Ottawa, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, QC, Montreal, and David Lewis, Toronto, appointed on the nominations of the companies and the unions respectively.

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Railway Association of Canada and the Brotherhood of Maintenance of Way Employees, affecting extra gang labourers (L.G., July, 1952, p. 915), was fully constituted in August with the appointment of James

H. Stitt, Ottawa, as Chairman. Mr. Stitt was appointed by the Minister in the absence of a joint recommendation from the other two members, S. W. Crabbe, Toronto, and Michael Rubenstein, Montreal, previously appointed on the nominations of the Association and Brotherhood, respectively.

2. The Board of Conciliation and Investigation established in June to deal with matters in dispute between the Canadian Pacific Railway Company (dining, cafe and buffet car service) and the Brotherhood of Railroad Trainmen (L.G., Aug., 1952, p. 1077), was fully constituted in August with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a joint recommendation from the other two members, C. W. Rayfield, Montreal, and W. G. Currie, QC, Regina, previously appointed on the nominations of the Company and the Brotherhood, respectively.

3. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Vancouver Barge Transportation Limited, Vancouver, and the Seafarers' International Union of North America, Canadian District (L.G., Aug., 1952, p. 1077), was fully constituted in August with the appointment of Robert Hewitt, Vancouver, as Chairman. Mr. Hewitt was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and Jack Price, both of Vancouver, previously appointed on the nominations of the Company and the Union, respectively.

4. The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Canadian National Railways (Atlantic, Central and Western Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., Sept., 1952, p. 1207), was fully constituted in August with the appointment of Hon. Mr. Justice G. A. Gale, Toronto, as Chairman. Mr. Justice Gale was appointed on the joint recommendation of the other two members, T. R. Meighen, QC, Montreal, and Hon. Charles P. McTague, QC, Toronto, previously appointed on the nominations of the Company and the Brotherhood, respectively.

5. The Board of Conciliation and Investigation established in July to deal with



matters in dispute between the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Firemen and Enginemen (L.G., Sept., 1952, p. 1207), was fully constituted in August with the appointment of Hon. Mr. Justice G. A. Gale, Toronto, as Chairman. Mr. Justice Gale was appointed on the joint recommendation of the other two members, Norman L. Mathews, QC, and Hon. Charles P. McTague, QC, both of Toronto, previously appointed on the nominations of the Company and the Brotherhood, respectively.

### **Conciliation Board Report Received**

During August, the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Federal Grain Company Limited (Seed Division, Winnipeg), and Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of

America (L.G., May, 1952, p. 591). The text of the Board's report is reproduced below.

### **Settlement Following Board Procedure**

During the month, the Minister was advised that a settlement had been secured by the Board of Conciliation and Investigation appointed to deal with matters in dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (L.G., Sept., 1952, p. 1208). Chief Justice G. McG. Sloan, Chairman of the Board, reported to the Minister that the new agreement provides for wage increases ranging from 9 per cent to 11 per cent of existing rates, a maintenance of membership clause under which all employees who are presently members of the union, and all who become members, must maintain their membership during the life of the agreement as a condition of employment, and three weeks' vacation with pay after ten years' service.

## **Report of Board in Dispute between**

**Federal Grain Company Limited (Seed Division)**

**and**

**International Union of United Brewery, Flour, Cereal, Soft  
Drink and Distillery Workers of America, Local 105**

In the matter of the Industrial Relations and Disputes Investigation Act and Dispute affecting Local No. 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America,

*and*

Federal Grain Company Limited  
(Seed Division, Winnipeg).

Report of Board of Conciliation to  
Hon. Milton F. Gregg, V.C., Minister of  
Labour for Canada.

Members of Board:

H. G. H. Smith, Q.C., Chairman.

W. D. Watson, Q.C., Employer's  
Nominee.

Leon Mitchell, Employees' Nominee.

The employer was represented by I. J. R. Deacon, Q.C., and by Messrs. A. W. Sellers, Malcom and Barnes. The Union was represented by A. A. Franklin and Messrs. Cuffe, Blankstein and Dacquay.

In this dispute the employer is Federal Grain Company Limited and the employees are those employed in the Seed Division

On August 18, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Federal Grain Company Limited and Local No. 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, affecting employees in the company's Seed Division, Winnipeg (L.G., May, 1952, p. 591).

The Board was composed of H. G. H. Smith, Q.C., Chairman, appointed by the Minister on the joint recommendation of the other two members, W. D. Watson, Q.C., and Leon Mitchell, who had previously been appointed on the nominations of the company and union respectively. All members of the Board reside in Winnipeg.

The text of the Board's report is reproduced herewith.

of that Company. The Company is a very large grain company with extensive interests both in the West and other parts

of Canada and the Seed Division is a relatively small part of its operations. The normal staff in this plant does not exceed twelve, but during the busy season casual labour will be taken on and there may be as many as forty persons employed in the plant at such times.

The Union was certified as bargaining agent for these employees on October 20, 1951, so that the negotiations which led to this dispute represented the first dealings between the Union and this employer and were held with a view to consummating a first agreement between the parties. The main issue in dispute in the opinion of your Board was that of union security. There were other matters in issue relating to wages and hours of work, but these did not appear to represent any real difficulty. The union originally asked for a union shop but subsequently was prepared to agree to a maintenance of membership clause. The employer is prepared to grant a voluntary revocable check-off, but will not entertain any further form of security.

In view of the fact that the parties were bargaining with a view to arriving at their first agreement, it appeared to your Board to be unusual that union security should be in issue at all. In the majority of cases in our experience a union does not press for a union shop or other form of security in its first negotiations. Union security is generally the reward which a union earns after having dealt with an employer for some time and after it has demonstrated its stability and co-operation with a view to promoting harmonious relations and efficient plant operation. When these conditions exist the average employer is usually pleased to grant some form of union security, perhaps even on the second agreement, but as stated above it is rarely that this becomes a major issue under negotiations for a first agreement. For these reasons your Board made careful inquiry to ascertain the reason for this matter being in issue and our opinion and findings are herein set forth.

As stated above the Union was certified as bargaining agent on October 20, 1951. Unfortunately since that time the actions of the parties indicated what might be termed very poor labour management relations amounting almost to mutual distrust. There is evidence that the employer was greatly disappointed at a union being certified in its seed plant and the employer expressed to the Board its conviction that there was really no

necessity for a union in such a small plant at all. It was explained to the employer that under the Act, the Union having been certified, the employer was bound to deal with it and was required to bargain collectively with it. It was not open to the Board to consider whether the union was a good thing for the plant or not. There was evidence produced before the Board to the effect that after certification some members of the Union had been approached by representatives of the management who indicated to them that they would be better off without the Union and even suggesting that they should give up union membership. It goes without saying that the Company representatives were not entitled to make such suggestions to the employees. It indicates, however, that the Company were very much opposed to the formation and certification of the Union and in a small way took active steps to discourage the Union and its members from continuing to function in the plant. The Union's complaint was that it had encountered nothing but opposition from the employer since certification and it was the feeling of the Union that the employer was endeavouring to force the Union out of the plant. Your Board is not prepared to find that this situation existed to the extent claimed by the Union. However, there is certainly a history of antagonism and even resentment towards the Union, which your Board cannot overlook. Under these circumstances, therefore, your Board recommends that there should be incorporated in the agreement a maintenance of membership clause, restricted however to those employees who are members of the Union on the effective date of the agreement and continuing during the life of the agreement. Your Board agrees with the contention of the Union that a voluntary revocable check-off of union dues would be of no advantage to the Union in retaining its present membership under the circumstances.

With regard to wages, as stated above your Board does not feel that this was one of the major issues in the dispute and the Company did not deny that certain adjustments should be made. At the present time all of the employees in the plant are paid on a monthly salary basis, with the exception of general labour. The Company proposes that with the exception of Seed Buyers and Seed Cleaners, Seed Buyers and Shippers, all the wages should be on an hourly basis. Your Board does not think this is an appropriate time to depart from the system which the Company has had in the past and is, therefore,



not prepared to recommend that those employees formerly on monthly salary should now be put on an hourly basis.

There has been produced to your Board a copy of a collective agreement with Red River Grain Company Limited, a company in many respects carrying on similar operations to this employer in so far as its Seed Plant is concerned. Your Board has considered the wage schedule set forth in the Red River Grain Agreement and in our opinion it represents fair rates and we, therefore, recommend that similar rates should be incorporated in the agreement between Federal Grain Company Limited and the Union in question. It is not possible for your Board to give a complete schedule of wages as this is a matter of detail and bookkeeping which would have to be worked out between the Parties. However, we recommend that for general labour the starting rate should be 93½ cents per hour. After sixty days the rate for general labour should be increased to 98½ cents per hour. From the Company's point of view this would probably be less onerous than the scale which it has suggested, namely, a starting rate of 90 cents per hour to be increased after fifteen days to 97 cents per hour. With regard to the other classifications of employees, we recommend that the existing differential between the various jobs be maintained and that with the exception of general labour, as above, all wages should be paid on a monthly basis as at present and in the past.

We recommend a similar clause relating to cost-of-living bonus as appears in the Red River Grain Agreement, namely, based on the official government index as published in the LABOUR GAZETTE each month with the basic index figure to be 185. There should be a 35 cent per point per week adjustment as and for a cost-of-living bonus. This is in keeping with the suggestion made by the Company.

While recommending the retention of monthly salaries as above your Board feels that under the circumstances of the operations of this plant an employee's services should be terminated at the option of the Company upon one week's notice in the same manner as required for hourly paid workers.

We recommend that the effective date of the agreement should be May 1, 1952, and that the same should expire on April 30, 1953.

The above completes our recommendations, but there is one matter which arose during the course of conciliation proceedings which we felt should be commented upon. After the Board had been convened and some meetings had been held the employer made a request to your Department to make an investigation in order to ascertain whether the Union still represented the employees. Your Department quite properly refused to deal with this application during the course of conciliation proceedings. Then a little later on the Union lodged with your Department certain complaints against the employer reciting matters which it was alleged amounted to unfair labour practices and requested that your Department should take some action. This matter was referred to the Local Conciliation Officer, who had some conversations with both parties.

Your Board disapproves of the action of the employer and of the Union in taking these steps during the course of conciliation proceedings. A conciliation board exercises *quasi* Judicial functions and while a dispute is before it neither of the parties, in our opinion, has any right to suggest to the Department of Labour that steps should be taken under the Act which may have the effect of widening the breach between the parties. In this case the actions of both parties resulted in delays and lessened the possibility of bringing the parties together and effecting an agreement. We hope that in future your Department will make it clear to parties to a dispute that no supplementary proceedings should be taken under the Act by either or both of the parties during the course of conciliation proceedings.

All of which is respectfully submitted.

(Sgd.) H. G. H. SMITH,  
Chairman.

(Sgd.) W. D. WATSON,  
Member.

(Sgd.) LEON MITCHELL,  
Member.

August 13, 1952.



# Collective Agreements and Wage Schedules

## Recent Collective Agreements

### Manufacturing

**Sugar**—*Vancouver, B.C.—The British Columbia Sugar Refining Company Limited and Retail, Wholesale and Department Store Union, Local 517 (Industrial Union of Sugar Workers).*

Agreement to be in effect from February 28, 1952, to March 1, 1953, and thereafter from year to year, subject to 60 days' notice.

**Union security:** maintenance of membership.

**Check-off:** compulsory for present employees who are not now members of the union (except for those long-service employees mutually agreed upon between the two parties). All new employees who do not join the union shall, after 30 days' service, pay such union dues as are levied on union members, but this will not include any special assessments which do not benefit non-union members. Where the company is authorized to deduct monthly union dues and initiation fees from the pay of an employee, it agrees to do so and to remit the deductions to the union. The authorization is irrevocable.

**Hours:** 8 per day Monday through Friday (except for maintenance men, charmen, etc.), a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours per day or 40 hours per week; double time for all work performed after 12 continuous hours per day and for work on Sundays; double time and one-half (previously double time) for work on 9 specified *paid holidays*.

**Rest periods:** employees will be granted one 10-minute relief period each half shift.

**Vacations with pay:** after 3 years' continuous service 2 weeks, after 15 years' continuous service 3 weeks. Employees with less than 3 years' continuous service will be granted vacations with pay in accordance with the provisions of the provincial Annual Holidays Act.

**Welfare plans:** the company agrees to maintain, during the term of the agreement, the following benefits to employees as at present in effect: pensions, group life insurance, free medical advice, free meals or meals at reduced cost. In addition, it agrees to extend free medical advice by the company doctor to all employees who retire from work on the company's pension plan, up to a maximum of 6 visits per annum.

**Hourly wage rates** for certain classifications (effective March 1, 1952): male employees—ashmen, coal bunkers, elevator operator, evaporator, swamper, sweetland press hoser, trucker \$1.37½; bag baler, coal tower attendant, icing mills and evaporators, packing and sewing gunnies, raw sugar warehouse tongmen, soft sugar packer and sewer \$1.42½; car loader, centrifugals raw and

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

refined, Delta sealer, granulators, irite operator, oilers, store inventory clerk, sweetland liquor operator \$1.46; clam shell operator and cable splicer \$1.67, oiler and beltman \$1.57; char filter top operator, raw sugar crane operator \$1.52; shipper \$1.51, raw sugar weigher \$1.45, cutting table operator, pile men \$1.40; mechanical—carpenters \$1.57½ to \$1.85, coppersmith \$1.90, machine tool operator \$1.55, pipefitter \$1.67, tinsmith \$1.77, welders \$1.60 and \$1.72½; helpers \$1.50; female employees—bags (sorting, darning, lining, printing), berry sugar packers, granulated packing machine attendant, packing icing cartons \$1.18½; bags (sewing and turning), checking car and local shipments, Delta Seal and Knapp packer operators, laboratory helpers \$1.21½; pastry cook \$1.30½; raw sugar scroll \$1.25½. (The above rates represent, in most cases, an increase of 21 cents per hour over the previous basic rates. This increase includes a cost-of-living bonus of one cent per hour for every 1.3 points rise in the Dominion Urban Cost-of-Living Index over 179.7, paid under the terms of the previous agreement.)

**Off-shift differential:** employees working on an afternoon shift will receive a shift bonus of 7 cents, and those working on a night shift a bonus of 12 cents, per hour.

**Seniority:** there shall be no seniority acquired by an employee during his first 480 hours' service (probationary period), but when seniority is acquired, it shall date from the original date of employment. All other things being equal, length of continuous service with the company shall be the determining factor governing promotions, lay-offs and rehiring after lay-offs, providing the employees concerned have the necessary qualifications.

Provision is made for the *safety and health* of employees and *grievance procedure*.

**Linoleum**—*Farnham, P.Q.—Barry and Staines Linoleum (Canada) Limited and Le Syndicat National des Travailleurs du Linoleum de Farnham Inc. (CCCL).*

Agreement to be in effect from February 21, 1952, to February 20, 1953, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect (L.G., Aug., 1951, p. 1102) with the following changes:—

**Hours and overtime:** employees will now be paid time and one-half for work in excess of 9 hours in any one day and for all work on Saturday or the alternative sixth day (previously they were paid time and one-half for work in excess of 9 hours in any one day or 48 hours in any one week); double time (previously time and one-half) for work on Sunday, except where a shift commences at or after 8 p.m., and double time and one-half for work on 8 (previously 7) specified *paid holidays*.

**Wages:** effective from March 19, 1952, the company agrees to pay to all male employees covered by the agreement a general increase of 11 cents per hour; of this increase 5 cents will be paid retroactively to February 21, 1952, to all male employees on the payroll on March 19, 1952. The temporary bonus of 8 cents per hour for male employees, which commenced on August 22, 1951, will be amalgamated on March 19, 1952, into the employees' straight time hourly wages.

**Night shift differential:** the premium for production workers on night shift has been increased from 5 to 7 cents per hour.

**Wood and Metal Products—Fort Erie, Ont.—Fleet Manufacturing Limited and International Association of Machinists, Lodge 171.**

Agreement to be in effect from April 18, 1952, to April 17, 1953, and thereafter from year to year, subject to notice.

**Check-off:** compulsory for all employees covered by this agreement (modified Rand Formula).

**Hours:** 8 per day, 5 consecutive days commencing with the start of the employees' shift on Monday, a 40-hour week. **Overtime:** time and one-half for the first 4 hours in excess of 8 hours in any one shift and for the first 8 hours on Saturdays; double time thereafter and for work on Sundays (except for boilerroom and maintenance work which of necessity must be performed on Sundays; such work will be paid for at time and one-half); double time and one-half for work on 8 specified *paid holidays*.

**Vacations with pay:** to employees with less than 3 years' seniority one week with pay equal to 2 per cent of previous year's earnings, to employees with 3 or more years' seniority 2 weeks with pay equal to 4 per cent, and to employees with 10 or more years' seniority 3 weeks with pay equal to 6 per cent of previous year's earnings.

**Sick pay:** in addition to the above vacation pay employees, experiencing loss of time due to sickness or accident for periods in excess of 7 consecutive days at any one time and for a maximum total of 13 weeks in any one year, shall receive vacation payment credit for such lost time at the rate of 2, 4 or 6 per cent (whichever is applicable) for each full week absent, based on the weekly average earnings of the balance of the vacation year of the employee affected. "This additional credit will be given only under circumstances in each period whereby the employee is receiving benefits under the Workmen's Compensation Act, or whose position in the plant would allow application for eligibility to receive benefits under the Company's Sickness and Accident Insurance Plan." (A new provision.)

**Hourly wage rates:** leadhand toolmaker \$1.95, toolmaker \$1.85, leadhand journeyman \$1.75, journeyman \$1.65, production worker \$1.25 to \$1.55, semi-skilled \$1.15 to \$1.35.

**Escalator clause:** in addition to the above basic wage rates, employees will be paid a cost-of-living bonus of one cent per hour for each 1.3 points rise in the Dominion Bureau of Statistics' cost-of-living index over the index figure published in the *LABOUR GAZETTE*, dated July, 1951. Adjustments are to be made monthly, upwards or downwards, but in no case shall wages fall below the above basic wage rates.

**Off-shift differential:** employees on the afternoon shift will be paid a bonus of 6 cents, and those on the night shift a bonus of 8 cents, per hour.

Provision is made for *seniority rights, grievance procedure and transportation* in overtime work periods.

**Electrical Appliances—Hamilton, Ont.—Canadian Westinghouse Company Limited and United Electrical, Radio and Machine Workers of America, Local 504.**

Agreement to be in effect from April 23, 1952, to April 22, 1953, and for a further year, subject to notice.

**Check-off:** the company agrees to deduct initiation fees and monthly union dues from the pay of union members who so authorize; such authorization may be revoked only within a 10-day period immediately preceding the expiration date of the agreement or any renewal thereof.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of above hours and for work on Saturdays and Sundays; double time and one-half for work on 8 specified *paid holidays*.

**Vacations with pay:** one week after one year's continuous service, one week and one day after 2, one week and 2 days after 3, one week and 3 days after 4, two weeks after 5 and 3 weeks after 20 years' continuous service. Employees with more than 3 months' but less than one year's service will be paid a vacation allowance of 2 per cent of their earnings.

**Wages:** the minimum starting rates will be—for male employees \$1.32 per hour, for female employees \$1.11 and for boy employees from \$1.20 for boys at age 17 years to \$1.32 for boys at age 18 years and 3 months. (These rates are 12 cents per hour higher than the previous rates.) Effective August 22, 1952, the above rates will be increased by 2 cents per hour. A female employee engaged on a male occupation and producing results which meet the male time and quality standard will be paid at the basic rate of the male employee. There shall be no assigned lunch period for employees on continuous operations. Employees on non-continuous operations for which a lunch period has been assigned will be paid an allowance of .4 hours at the guaranteed day work rate (a new provision).

**Shift differential:** employees required to work on the second or third shifts will be paid a shift bonus of 9 cents per hour. (Previous agreement provided for a shift



bonus of 7 cents per hour for work on the second shift and of 9 cents per hour for work on the third shift.)

Provision is made for *seniority rights* and *grievance procedure*.

**Shipbuilding—Collingwood, Ont.—The Collingwood Shipyards Limited and the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 4.**

Agreement to be in effect from March 1, 1952, to February 28, 1953, and thereafter from year to year, subject to 60 days' notice.

*Union security:* union shop.

*Check-off:* compulsory for all eligible employees.

*Hours:* 8 per day Monday through Friday and 4 on Saturday, a 44-hour week. *Overtime:* time and one-half for work in excess of the standard hours, double time for work on Sundays (a new provision).

*Statutory holidays:* eight holidays, 7 of them *paid holidays*, are recognized. Work on the paid holidays will be paid for at the rate of double time and one-half. (Previously double time was paid for work on 6 paid and 2 unpaid holidays and time and one-half for work on another unpaid holiday.)

*Vacations with pay:* one week after one year's service, one week and 2 days after 2, one week and 3 days after 3, one week and 4 days after 4, and 2 weeks after 5 years' service. Employees with less than one year's seniority will be paid in accordance with the provisions of the Vacation with Pay Act.

*Health and welfare:* the company agrees to a scheme of group insurance whereby the employees will assume 75 per cent of the total cost of the accident, sickness, hospitalization and surgical fee benefit. The company will be responsible for their share of life insurance and also 25 per cent of accident and sickness costs; in addition, it will bear the administration costs during the life of this agreement.

*Hourly wage rates* for certain classifications: assembler, erector, plate hanger, cementer, machine operators, rivet heaters \$1.31; boiler cleaner or scaler, bolter up (hand or machine), cupola tender \$1.25; blacksmith, boilermaker, carpenter, chipper and caulker, engine fitter, electrician, flanging press operator, machinist, millwright, moulder, coremaker, plater, riveter, sheet metal workers \$1.47; fireman (boiler operator and boilerman), machine cleaner, steel handler \$1.20; crane operators \$1.25 to \$1.47; chipper (only), rivet holder on, riggers (ship and dock) \$1.36; drillers, welders \$1.25 to \$1.47, trainees 95 cents to \$1.20; patternmaker \$1.47 to \$1.68; labourer \$1.09; apprentices' starting rate is 90 cents, increased to 95 cents after 6 months, to \$1.02 after one year and so on to \$1.39 after 42 months and to journeyman's rate after 4 years. Leading hands (supervising 5 or more workers) receive 8 cents, and chargehands (supervising 15 or more workers) 15 cents, per hour extra. The above basic rates are 27 cents per hour higher than the previous rates (this increase includes a cost-of-living bonus of one cent per hour for every increase of 1-3

points over 168.5 in the Dominion Bureau of Statistics' cost-of-living index, paid prior to this agreement).

All mechanics and improvers supplying \$100 worth of their own tools, to be used on their jobs, will be paid 2 cents per hour in addition to their regular rate. Time and one-quarter will be paid to employees engaged in work such as cleaning and repairing dirty boilers, working in dirty engine room bilges or crank cases or any other work classed as "dirty work".

*Night shift differential:* employees required to work on a shift other than the day shift will be paid an off-shift premium of 13½ cents per hour.

Provision is made for *seniority rights* and *grievance procedure*.

**Shipbuilding—Midland, Ont.—Midland Shipyards Limited and the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 43.**

Agreement to be in effect from March 1, 1952, to February 28, 1953, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one between The Collingwood Shipyards Limited and the union, summarized above.

## Construction

**Carpenters—Nova Scotia—The Master Builders of Sydney, Glace Bay, New Waterford and Northside and United Brotherhood of Carpenters and Joiners of America, Locals 1588, 1645, 611 and 2348.**

Agreement to be in effect from June 1, 1952, to May 31, 1953. If either party desires to alter the terms of the agreement at its termination 3 months' notice must be given. This agreement is similar to the one previously in effect (L.G., Nov., 1950, p. 1900) with the following changes and addition:—

*Wages:* the rate for journeymen was increased, effective June 1, 1951, by 30 cents per hour. An additional increase of 10 cents per hour is granted effective June 1, 1952, making the present hourly wage rate for journeymen \$1.80; apprentices' rate—first 500 hours 97 cents, second 500 hours \$1.05, second 1,000 hours \$1.13, third 1,000 hours \$1.25, and so on to \$1.63 for eighth 1,000 hours. A clause has been added which provides that carpenters required to work on scaffolds 50 or more feet in height shall receive an additional 5 cents per hour for the first 10 feet and an additional 10 cents per hour for every 20 feet thereafter.

**Bricklayers—Sydney, N.S.—Certain Construction Companies and Bricklayers, Masons and Plasterers' International Union of America, Local 2.**

Agreements, negotiated jointly but signed individually, to be in effect from May 1, 1952, to May 1, 1953. However, either party may, on 30 days' notice, request reopening of the agreement at the beginning of each quarter.



**Union security:** preference of employment shall be given to union members, if available.

**Hours:** 8 per day Monday to Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours in any one day, providing such extra time exceeds 15 minutes; double time for work on Saturdays, Sundays and on 8 specified *paid holidays*. Due to weather conditions in the winter months the union agrees to work, from November 1, 1952, to May 1, 1953, on Saturdays for straight time to make up 40 hours in the week.

**Hourly wage rates:** bricklayers \$2, apprentices—starting rate 90 cents, after 500 hours \$1, after 1,000 hours \$1.10, after 2,000 hours \$1.20, and so on to \$1.70 after 7,000 hours and \$2 after 8,000 hours.

Apprentices may be employed in ratios of 1 to 4 bricklayers. Employers agree to keep apprentices employed or placed.

**Carpenters—Kingston, Ont.—The Kingston Builders Exchange and United Brotherhood of Carpenters and Joiners of America, Local 249.**

Agreement to be in effect from May 1, 1952, to April 30, 1953, and thereafter from year to year, subject to 60 days' notice.

**Union security:** employers agree to employ as carpenters only members of the union, so long as the union can furnish enough carpenters to take care of the work on hand. The requirements of local contractors, parties to this agreement, will take priority over the requirements of any outside contractor who has no agreement with the union.

**Hours:** 8 per day Monday through Friday, a 40-hour week. No work shall be performed between 5 p.m. on Friday and 8 a.m. on Monday, except in case of emergency. **Overtime:** time and one-half for work during the first 4 hours outside of the regular hours and double time thereafter and for all work on Sundays and on 6 specified holidays. Carpenters on the second and third shifts will receive 8 hours' pay for 7 hours' work. No carpenter will be allowed to work more than one shift in 24 hours.

**Vacation pay** shall be at the rate of 4 per cent of gross earnings.

**Minimum hourly wage rate** for carpenters is \$1.70; apprentices will be paid the rate stipulated by the Ontario Apprenticeship Board.

Provision is made for the settling of disputes.

**Plumbers—Sarnia, Ont.—Sarnia Master Plumbers and Heating Contractors and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 663.**

Agreement to be in effect from June 30, 1952, to June 30, 1953, and thereafter from year to year, subject to one month's notice.

**Union security:** employers shall give preference in employment to union members; if not available, men willing and eligible to become members shall be given preference. If the union is unable to supply competent mechanics, the employers can secure such help as is available.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 2 hours of overtime; double time thereafter and for work on Saturdays, Sundays and on 8 specified holidays. Men working more than 2 hours overtime shall be supplied by the employer with hot lunch with no loss of time. All overtime work of any emergency repair nature shall be done at the regular rate of pay up to 2 hours; if the work takes less than one hour and it is necessary to call a workman from his home he shall be paid for his travelling time to and from his home. If to finish a repair job on regular working days will not take more than one hour's time, such work will be done at the regular rate.

**Shift work:** a shift commencing at 8 a.m. shall work the regular 8 hours for 8 hours' pay; a shift commencing any time between 9 a.m. and 7 p.m. shall work 7 hours for 8 hours' pay and a shift commencing any time between 8 p.m. and 2 a.m. shall work 6 hours for 8 hours' pay. No workman shall work more than one shift in any 24-hour period under the above conditions. To qualify as a shift job, 2 full shifts must be worked in any 24 hour period, and each of these shifts must continue for at least 5 consecutive regular working days.

**Vacation pay** shall be at the rate of 4 per cent of wages.

**Hourly wage rates:** foreman \$2.30 (previously \$2.05), journeyman \$2.05 (previously \$1.85); apprentices—first year 30 per cent, second year 40 per cent, third year 50 per cent, fourth year 70 per cent and fifth year 85 per cent of journeyman's rate.

**Apprentices and junior mechanics:** one apprentice and one junior mechanic may be employed on any job or in any shop to each branch of the trade, except where there are more than 5 journeymen plumbers or 5 journeymen steamfitters employed, in which case one additional apprentice and one additional junior mechanic may be allowed to each additional 5 journeymen plumbers or steamfitters.

**Out-of-town work:** employees on out-of-town jobs will receive free transportation and board equivalent to the rate of 50 cents per hour, with a minimum of 40 hours in any week and a maximum of 8 hours worked in any one day. Travelling time shall be paid up to a maximum of 8 hours per day. If travelling at night a sleeper is to be provided. If men leave the job of their own volition within 90 calendar days, transportation and travelling time for the return trip may be withheld. Employees shall be paid the cost of transportation, but not travelling time, every 2 months for jobs within 200 miles of Sarnia, every 4 months for jobs 200 to 400 miles from Sarnia and every 6 months for jobs 400 to 600 miles from Sarnia.

Provision is made for grievance procedure.

**Plasterers—Windsor, Ont.—Certain Plasterers and Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Local 345.**

Agreement to be in effect from March 31, 1952, to March 31, 1953.

**Union security:** all employees shall be members of the union in good standing; if the

union is unable to provide plasterers, "the employer may employ other than union men, and if qualified, such employees must pay \$2 per day for days worked, until initiation fee and all fines are paid."

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** where necessary to finish a house or a job, employees may work one hour after regular working hours at time and one-half; double time will be paid for work on Saturdays, Sundays and on 7 specified holidays. No work shall be done on Labour Day, except by permission of the union. Work which of necessity must be performed at night (stores, offices, etc.) shall be classified as shift work and paid for at the rate of 8 hours' pay for 7 hours' work.

**Vacations with pay:** all employees shall be entitled to one week with pay at 4 per cent of wages.

**Hourly wage rate:** plasterers \$2; plastering foremen will be paid a premium of 10 cents per hour.

**Out-of-town jobs:** the employer shall provide transportation to and from all jobs beyond the city limits. Employees will be paid one-half the regular rate for time spent travelling beyond the city limits and within a 50-mile zone. On all other out-of-town work, the employer shall provide transportation and suitable board and lodging. If travelling during the night sleeping berths will be furnished without charge to the employee.

Provision is made for the settling of disputes.

**Plumbers—Winnipeg, Man.—Greater Winnipeg Plumbing and Heating Employers Labour Relations Board and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254.**

Agreement to be in effect from May 1, 1952, to April 30, 1953, and thereafter from year to year, subject to one month's notice.

**Union security:** employers shall give members of the union, or men willing and eligible to become members, preference in employment. If union members are not available employers may get other men. Members of the union likewise agree to work only for recognized shops and to give preference to shops that are party to the agreement. Employers may hire helpers for a probationary period of 6 months, during

which time the helpers will not become members of the union. Helpers now in the industry who have over 5 years' experience may apply for journeyman's examination.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of standard hours until 10 p.m., double time from 10 p.m. to starting time and for work on Saturdays, Sundays and on 7 specified holidays. However, each shop will be permitted to employ one journeyman mechanic of each trade to perform emergency repairs on Saturday from 8 a.m. to 12 noon at single time rate; should more than one mechanic be required double time rate shall apply to all. In finishing a repair job on regular working days, if to finish will not take more than one hour's time, it will be done at the regular rate of pay. Employees on night shift will receive 8 hours' pay for 7 hours' work; night shift work must be of at least 2 nights' duration. No member will be allowed to work 2 continuous shifts.

**Vacation pay** shall be at the rate of 2 per cent of wages as per Manitoba Vacation with Pay Act.

**Hourly wage rates:** journeymen \$1.90, helpers \$1.15 (an increase of 15 cents in either case); apprentices shall be paid at the rate of wages set forth in the Provincial Government Schedules.

**Apprentices:** an employer who is engaged in the trade and who employs a journeyman, or who is himself a journeyman, may employ one apprentice and for each additional 3 journeymen employed he may employ one additional apprentice. Every apprentice is to serve a term of 5 years, 3 years working with a journeyman only, and the last 2 years to be allowed to use the tools by himself. When an apprentice enters his fifth year, another apprentice may be employed. Only members of the union and duly indentured apprentices under the Manitoba Apprenticeship Act shall handle any tools of the trade.

**Travelling expenses:** extra carfare shall be paid when outside the regular city fare. Any time spent travelling beyond the limit of city fare shall be considered equivalent to being on the job. Car or transportation shall be provided when moved from job to job. Men sent from Winnipeg to points out of town shall have their transportation, board and lodging paid. Travelling time up to 8 hours per day, including Sunday, will be paid for at the regular rate. If travelling after 12 o'clock midnight a sleeper shall be provided.

Provision is made for grievance procedure.

Average hourly earnings of production workers in the United States reached a new record peak of \$1.663 in mid-August, according to preliminary estimates issued this month by the Bureau of Labour Statistics, United States Department of Labour. The average factory work-week rose from 39.9 hours in mid-July to 40.2 hours in mid-August.

Higher than seasonal increases in the work-week were shown this year in apparel, textiles and leather employment, reflecting continued recovery in these industries.

Higher wage rates in steel contributed to the month's record wage figure.

Factory workers' weekly pay before taxes rose to \$66.85 in mid-August. This was \$1.05 above the preceding month and \$2.53, or nearly four per cent, above the level of a year ago.

Considerable disparity exists among industry groups in the average gain made over the past two years, for example, apparel gained less than seven per cent, petroleum products, more than 17 per cent.



# Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one new agreement and the amendment of 12 others. In addition to those summarized below, they include: the extension of a new agreement for ladies' hairdressers at Montreal and the amendment of the agreements for bakers and pastry workers at Granby, for hospital and charitable institution employees at St. Hyacinthe, for the building trades at St. Jérôme and for barbers and hairdressers at Three Rivers, all published in the *Quebec Official Gazette* of August 2, and the amendment of the agreements for the retail food trade at Quebec and for barbers in the counties of Argenteuil, etc., gazetted August 9.

A request for a new agreement for retail stores at Chicoutimi and requests for the amendment of the agreements for the men's and boys' shirt industry in the province, for the building trades at Chicoutimi and for the printing trades at Montreal were gazetted July 26. Requests for the amendment of the agreements for the building trades at Hull and at St-Jean and Iberville, and for retail stores at Roberval, were published August 2, and a request for the amendment of the agreement for the wholesale fur industry at Montreal was gazetted August 9.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, p. 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

## Manufacturing

### Men's and Boys' Clothing Industry, Province of Quebec

An Order in Council, dated July 23, and gazetted August 2, amends the previous Orders in Council for this industry (L.G., April, 1949, p. 450, June, p. 735; Nov., 1950, p. 1903; June, 1951, p. 827, July, p. 976; May, 1952, p. 610, and previous issues).

**Industrial jurisdiction:** this agreement now applies to all employers and/or manufacturers engaged in the men's and boys' clothing industry, as well as children's clothing and it will govern the employment of all persons engaged in the entire or partial production throughout the province of Quebec (whether in factories or other premises of the employer, or elsewhere) of the following:—

Schedule I—class "A" garments which will include: overcoats, topcoats, suits, sack coats, odd coats, jackets, blazers, vests, pants, slacks, jodhpurs, breeches, evening and formal wear, raincoats, station wagon coats, storm coats, uniforms made for civilian or military purposes and all other outerwear clothing for men, boys, youths and juveniles, irrespective of styles and materials used. Schedule II—class "B" garments which will include: waterproof and water repellent raincoats, station wagon coats, cardigans, ski suits, capes, bush jackets, surcoats, beach coats, windbreakers, mackinaws and other similar garments made for men and boys and produced in certain specific quantities and sizes, made of inferior quality to that ordinarily used in men's and boys' overcoats, topcoats and sackcoats, or by a section system. It will also include all the above garments when made as uniforms for civilian or military purposes. Schedule III—odd pants, including pants, breeches, etc. of all styles for civilian or military purposes which are produced in substantial quantities and to standard trade measurements and sizes, and except for military uniforms produced for sale only as individual units in retail stores and not intended to be matched or sold with any coat or vest of similar cloth. Schedule IV—children's clothing for ages 3, 4, 5, and 6 years, not exceeding size 24, and clothing for girls from 7 to 14 years of age with the exception of that clothing produced by a manufacturer who is principally engaged in the production of cloaks, suits, etc. for females above the age of 14 years. This agreement will not apply to the production of shirts, workmen's overalls, coveralls and combination overalls, as well as cotton uniforms made of duck, drill or moleskin, sports uniforms, rubber or leather garments, workmen's windbreakers or mackinaws, pants or breeches made from pure cotton fabrics and from coarse woollens of 20 ounces or over per yard, cotton work garments not specified, women's, misses', girls' and children's dresses; children's snowsuits (up to 14 years of age), blazers, cardigans, shorts and shirts, etc., and children's washable suits; any other garments governed by the agreement relating to the dress manufacturing industry for the province of Quebec. However, in the event



that cotton uniforms and pants or breeches shown above as exceptions to this agreement are produced by virtue of a contract with the federal Government or its agents for the Armed Services of Canada or any other country, to be used as dress or walking-out uniforms or part thereof, and not intended for work or fatigue, then all such garments will be subject to the jurisdiction of this agreement and the minimum rates of pay will be those provided in class "B", for cotton uniforms, and those provided in the schedule relating to odd pants for pants and breeches. The *cost-of-living bonus* will be equivalent to that fixed in the agreement as applicable to class "B" garments, and that for odd pants. Merchant tailors who do custom tailoring in which not more than 5 persons complete all operations on a garment are not governed by the terms of this agreement.

*Minimum wage rates* for operations, in all 3 zones, of schedule I—coats, pants, vests, etc., for schedule III—odd pants, and for schedule IV—children's clothing are unchanged from those which were previously in effect with the exception of those rates based on a progressive scale which are now based on 3-months periods instead of 6-months periods as formerly. However, schedule II—class "B" garments including waterproof and water repellant maincoats, etc. is new and the rates for certain operations are as follows: markers or knife cutters in zone I 94 cents per hour, in zone II 83½ cents, in zone III 79 cents; trimmers, shape sewers, tape sewers, sleeve sewers, 87 cents in zone I, 78 cents in zone II, 74 cents in zone III; offpressers by hand or steam machine, socket makers 79 cents in zone I, 71 cents in zone II, 67 cents in zone III; rates for other operations range from 40 to 62½ cents in zone I, from 36 to 56½ cents in zone II and from 34 to 53 cents in zone III. Minimum rates established for the cloak and suit industry in the province (L.G., Jan., 1952, p. 55) are also included in this amendment.

*Cost-of-living bonus*: the amounts payable under the terms of this amendment are unchanged from those previously in effect (L.G., June, 1951, p. 827). However, in this amendment the bonus formerly applicable to the odd pants and sportswear section of this agreement is now applicable to schedule III—odd pants, and to schedule II—class "B" garments. In the city of Quebec manufacturers will continue to pay a cost-of-living bonus of 26 cents per hour for the production of class "A" garments. For other classes of garments payment will be in conformity with those amounts fixed in this agreement for the type of garment produced.

Other provisions of this amendment include regulations governing men's clothing manufacturers who produce women's garments.

## Construction

### Building Trades, Sherbrooke

An Order in Council, dated July 23, and gazetted August 2, amends the previous Orders in Council for this industry (L.G., Nov., 1951, p. 1539; June, 1952, p. 781, and previous issues).

*Hours*: 44 per week in the city of Sherbrooke (a reduction of 4); 48 per week in the city of Granby and the town of

Windsor (an increase of 4). Weekly hours in the balance of the territorial jurisdiction of this agreement are unchanged at 44 per week.

*Overtime*: time and one-half as previously in effect. However, this rate may now be computed on the minimum wage rates set by this agreement, or on the rates actually paid, whichever be the greater. (Previously based only on the minimum rates set by the agreement.)

*Minimum wage rates* are in most cases 20 cents per hour higher in all 3 zones and the new rates for certain classifications are now as follows: bricklayers, masons, plasterers, stonecutters \$1.60 per hour in zone I, \$1.55 in zone II and \$1.50 in zone III; carpenter-joiner, pipe mechanic and steamfitter, pipe welder, tinsmith or sheet metal worker and roofer \$1.40 in zone I, \$1.35 in zone II and \$1.30 in zone III; blacksmith \$1.30 in zone I, \$1.25 in zones II and III; painter, tractor and compressor operators \$1.30 in zone I, \$1.25 in zone II and \$1.20 in zone III; sprayman \$1.35 in zone I, \$1.30 in zone II and \$1.25 in zone III; ornamental iron erector, terrazzo polishing machine operator (dry or wet), floor polisher, junior journeyman (first year) pipe mechanic, etc. \$1.25 in zone I, \$1.20 in zone II and \$1.15 in zone III; asphalt raker \$1.50 in all 3 zones; power shovel operators \$66.20 per week in zones I and II, \$61.20 in zone III. Minimum rates for labourers are 5 cents per hour higher at \$1 in zone I, 95 cents in zone II and 90 cents in zone III. Rates for truck drivers are unchanged at \$1 in zone I, 95 cents in zone II and 90 cents in zone III. New classifications are added as follows: junior journeymen (bricklayers, etc.) \$1.25 in zone I, \$1.20 in zone II and \$1.15 in zone III; junior journeyman (carpenter) \$1.20 in zone I, \$1.17½ in zone II and \$1.15 in zone III; junior journeyman (painter) \$1.15 in zone I, \$1.12½ in zone II and \$1.10 in zone III. Minimum wage rates in the city of Sherbrooke for certain classifications are from 10 to 25 cents per hour higher as follows: pipe mechanic and steamfitter (contractor, personal services) \$2.25, journeyman pipe mechanic and steamfitter \$1.40, junior journeyman (first year) \$1.10; welder, tinsmith, sheet metal worker and roofer \$1.40. New classifications are included in the schedule of rates for the city of Sherbrooke as follows: oil burner mechanic, mechanical stoker erector and gasoline pump erector \$1.40 per hour. Weekly wage rates for permanent employees (maintenance men) are now \$2.40 per week higher at \$33.60 in zone I, \$31.60 in zone II and \$29.60 in zone III for journeymen, and for labourers \$29.60 in zone I, \$27.60 in zone II and \$25.60 in zone III.

*Cost-of-living wage adjustment clause* is deleted from the terms of this agreement.

Construction contracts granted and signed before the coming into force of the present amendment are not governed by its provisions.

### Building Trades, Quebec District

An Order in Council, dated July 30, and gazetted August 9, amends the previous Orders in Council for this industry (L.G., Sept., 1950, p. 1679; July, 1951, p. 977; Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, Dec., p. 1672, and previous issues).

*Territorial jurisdiction:* zone I is now extended to include the city of Thetford Mines and the town of Black Lake; from October 1, 1952, zone II will comprise the town of Rimouski only.

*Hours:* zone I—44 per week for skilled workers (a reduction of 4) 48 per week for labourers as previously in effect; other zones—48 per week as formerly. Provision is made subject to mutual agreement between professional employers and their employees, for no work on Saturday afternoons during the summer months.

*Overtime:* time and one-half till midnight; double time from midnight till 7 a.m. Overtime computed on the actual rate of employees. (This last provision is new.)

*Minimum wage rates* in zones I, III, and IV are increased by 15 cents per hour with the exception of those rates for labourer, mortar maker, celanite mixer, plaster pouter, hod carrier and helper (steel wool insulation blower), watchmen (night and day), which are 10 cents per hour higher; in zone II increases range from 5 to 15 cents per hour. New minimum rates for certain classifications are now as follows: bricklayer, plasterer, mason, stonecutter (on construction) \$1.60 in zone I, \$1.40 in zone II, \$1.35 in zone III and \$1.25 in zone IV; carpenter-joiner, tinsmith-roofer, asbestos insulation mechanic, chief operator (steel wool insulation blower) \$1.40 in zone I, \$1.30 in zone II, \$1.25 in zone III and \$1.15 in zone IV; labourer, mortar maker, celanite mixer, plaster pouter, hod carrier, helper (steel wool insulation blower) \$1.05 in zone I, 95 cents in zone II, 90 cents in zone III and 80 cents in zone IV; painter, tile, marble and terrazzo layer \$1.35 in zone I, \$1.25 in zone II, \$1.20 in zone III and \$1.10 in zone IV; joint pointer, cement finisher \$1.30 in zone I, \$1.20 in zone II, \$1.15 in zone III and \$1.05 in zone IV; ornamental iron and bronze mechanic or blacksmith \$1.35 in zone I, \$1.30 in zone II, \$1.25 in zone III and \$1.15 in zone IV; watchmen (night or day) 75 cents per hour in zones I, II and III, 70 cents in zone IV. Rates for truck drivers employed directly by contractors in zone I only are unchanged at 80 cents per hour or \$38 per week. Minimum rates for apprentices are from 5 to 15 cents per hour higher in the 4 zones. Minimum weekly rates for permanent employees are from \$3 to \$5 per week higher as follows: zone I—journeymen (skilled workers) \$52 per week; labourers \$39; in zones II, III and IV—journeymen \$47; labourers \$38.50. This amendment does not provide for rates of the following classifications: pipe mechanic (plumber, pipe fitter, etc.), pipe welder, electricians.

*Cost-of-living wage adjustment clause* is deleted from the terms of this agreement.

*Vacation with pay:* all workers are entitled to one week of vacation with pay equal to 2 per cent of weekly wages. (This provision is new.)

*Special provisions concerning the victims of the conflagrations* in the town of Rimouski and the municipality of Cabano are deleted.

## Transportation and Public Utilities

### Longshoremen (Ocean Navigation), Montreal

An Order in Council, dated July 23, and gazetted August 2, amends the previous Orders in Council for this industry (L.G., Sept., 1949, p. 1117; Oct., 1951, p. 1377). A new list of contracting firms is included in this amendment.

*Minimum wage rates* are increased by from 16 to 24 cents per hour and are now as follows: \$1.71 per hour for day work and \$2.56½ for evening and night work; \$2.06 per hour for day work and \$3.09 per hour for evening and night work on ammonium nitrate fertilizer and for handling any other hazardous cargo under special conditions; \$1.86 per hour for day work and \$2.79 per hour for evening and night work on certain other specified cargoes.

### Shipliners (Ocean Navigation), Montreal

An Order in Council, dated July 23, and gazetted August 2, amends the previous Orders in Council for this industry (L.G., Sept., 1949, p. 1117; Oct., 1951, p. 1378). A new list of contracting firms is included in this amendment.

*Minimum wage rates* are increased by from 16 to 24 cents per hour and are now as follows: \$1.71 per hour for day work and \$2.56½ for evening and night work; \$1.81 per hour for day work and \$2.71½ for evening and night work in holds of steamers in which bulk sulphur or bulk fertilizer has been stored and where the old wood is being used; \$2.06 per hour for day work and \$3.09 per hour for evening and night work on ships where ammonium nitrate fertilizer is being or has been loaded and for handling any other hazardous cargo under special conditions; \$1.86 per hour for day work and \$2.79 per hour for evening or night work cleaning holds in which certain other cargoes, specified in the agreement, have been stored. Men ordered out Sundays or holidays are entitled to 2 hours' pay at prevailing rates, for each period ordered out, whether put to work or not.

### Checkers and Coopers (Ocean Navigation), Montreal

An Order in Council, dated July 23, and gazetted August 2, amends the previous Orders in Council for this industry (L.G., Sept., 1949, p. 1117; Oct., 1951, p. 1378). A new list of contracting firms is included in this amendment.

*Minimum wage rates* are increased by from 15 to 22½ cents per hour and are now as follows: \$1.60 per hour for day work and \$2.40 per hour for evening and night work; \$1.95 per hour for day work and \$2.92½ per hour for evening or night work for working on board or at ship's side where ammonium nitrate fertilizer is being or has been loaded or in the case of any other hazardous cargo subject to special conditions.



## Labour Legislation in Nova Scotia, 1952

**Machinists are added to designated trades by new Apprenticeship Act. Benefits to injured workers increased by amendment to Workmen's Compensation Act. Safety provisions added to Coal Mines Regulation Act**

The Nova Scotia Legislature, in session from February 19 to April 10, passed a new Apprenticeship Act which allows for greater flexibility in the application of the Act to different types of apprenticeship systems. Amendments to the Workmen's Compensation Act increased the amount of annual earnings on which compensation may be based, raised the minimum payable to a totally- and permanently-disabled workman, and increased funeral benefits.

New provisions for the prevention of fire and explosion were incorporated in the Coal Mines Regulation Act. The Steam Boiler and Pressure Vessel Act was made applicable to refrigeration plants.

By an amendment to the Industrial Standards Act, schedules may remain in force until rescinded or replaced.

A new Old Age Assistance Act provides for the operation in Nova Scotia of the federal-provincial plan for assistance to persons between 65 and 69 years of age. A change in the Mothers' Allowances Act made the residence requirements less restrictive.

### Apprenticeship

A new Apprenticeship Act replaces the 1937 Act. The basic principles are the same but the new Act is designed to give further encouragement to apprentice training in that the Act may be applied to a trade in a specific plant or a certain area even if the trade is not designated for the whole province.

Another difference is that more specific provisions are now made for the administration of the Act, notably in the definition of the powers and duties of the Director of Apprenticeship and of the advisory committees.

One new trade, that of machinists, is designated for the whole province.

The Act provides for a system of apprenticeship to be carried on in designated trades. In these trades a prospective apprentice may enter into an agreement with an employer for a period of not less than two years of reasonably continuous employment. Every agreement must be in

writing and is subject to regulations of the Governor in Council which may set out the required qualifications for becoming an apprentice, the duties and responsibilities of the parties, the educational classes to be attended and the time required for on-the-job instruction, the maximum hours of labour and minimum rates of wages, the proportion of apprentices to skilled workmen, and procedure for periodic testing and the issue of certificates on completion of apprenticeship.

Provision is made for a provincial Apprenticeship Committee to advise the Minister of Labour on the administration of the Act, and for local advisory committees. The Minister is authorized to accept federal aid for apprentice training. In a designated trade an employer may not, without the permission of the Minister, employ a person under 21 unless he is an apprentice or holds a certificate of qualification under the Act.

Under the Act, seven building trades are designated: brick and stone mason, carpenter, painter and decorator, plasterer, plumber, steamfitter and electrical construction. Also designated are the trades of motor vehicle repair and now, machinist.

The Minister of Labour is now empowered to specify the area or areas of the province in which the Act will apply to a designated trade or to one of its branches. Under the former Act, the designation of a trade applied automatically throughout the entire province.

The Minister is also authorized to approve a plant system of apprenticeship training and to make the Act applicable to a specified trade or trades carried on in the plant.

It has been the practice for a local system of apprenticeship to be approved for a trade in a specific area or in a plant but statutory authority is now laid down for extending the application of the Act to new fields where apprenticeship can operate satisfactorily in a limited area, if it is not practical to designate the trade for the whole province.

Further, the Act now provides that the Minister may authorize an association or



organization, whether or not it is incorporated and whether or not it is engaged in carrying on a trade, to enter into an apprenticeship agreement. Formerly only incorporated organizations authorized by the Minister could do so. Now the Minister may authorize a trade union, an employers' association, or an apprenticeship committee, to enter into an agreement.

The Act is administered by the Minister of Labour through a Director of Apprenticeship, appointed under the provisions of the Civil Service Act. With the approval of the Governor in Council the Minister may enter into an agreement with the federal Government respecting the training of apprentices.

The duties of the Director are more clearly defined. He is to file every apprenticeship agreement registered by him and keep a record of all cancellations, terminations, transfers and completions of such agreements. He is also to promote interest in apprenticeship, assist in establishing an apprentice system in any industry, provide information for the Apprenticeship Committee, collaborate with educational authorities in the training of apprentices, and make an annual report to the Minister.

The Minister is assisted by the Provincial Apprenticeship Committee, appointed by the Governor in Council and consisting of not less than five nor more than seven persons, to study matters relating to apprenticeship. The Minister may appoint local apprenticeship committees of not more than five members to advise the Provincial Apprenticeship Committee on apprenticeship in a single industry or area. The Governor in Council may prescribe the term of office of members of the committees. Previously members of these committees were appointed during pleasure.

The Act provides that no apprenticeship agreement may be made in a designated trade except in accordance with the Act. No person under 21 years may be employed in a designated trade for more than three months except under an apprenticeship agreement in accordance with the Act or unless he is employed for special or repetitive work or training with the approval of the Minister or has completed the customary period of apprenticeship in the trade or received a certificate of qualification. Formerly the Act provided for exceptions to be made from this provision with the consent of the Apprenticeship Committee.

Every apprenticeship agreement in a designated trade and every transfer, cancellation, termination or completion of an

agreement must be in writing and in the form prescribed by the Governor in Council. No apprenticeship agreement in a designated trade will be effective until it is registered by the Director. Where a person is employed as an apprentice in a trade which is designated after he commences employment, the employer must register the agreement with the Director of Apprenticeship within three months. The Act will not apply to such an apprentice for three months.

As previously, every apprenticeship agreement must be signed by the employer and by the person to be apprenticed or, if the latter is under 21 years, by his father, or by his mother if his father is dead or incapable, or by his guardian.

An agreement may be terminated by the consent of all parties when registered by the Director. If a party to an apprenticeship agreement wishes to cancel the agreement he is to notify the Director. An apprentice may be transferred from one employer to another in the same trade with the approval of the Director. If an agreement appears not to be for the benefit of the apprentice, the Director may refuse to register it. He may refuse also to register any cancellation or transfer. Either party may appeal to the Minister from a decision of the Director, and the Minister's decision is final.

The Governor in Council may now issue regulations concerning the functions, duties and authority of the Committee, prescribing the time required for on-the-job instruction, providing for the giving of credit for previous training or experience, setting out the duties, responsibilities and privileges of parties to apprenticeship agreements, and providing for the giving of periodic trade tests during apprenticeship and the issue of certificates of the results of such tests.

As before, regulations may also be made prescribing the qualifications for admission to apprenticeship in any designated trade, providing for the registration, termination or cancellation of agreements, and for the transfer of apprentices.

With respect to class instruction, regulations may specify the nature and number of classes to be attended and the courses to be given. Regulations may also set maximum hours of labour and minimum wages for apprentices, differentiated as between trades or branches of trades and as between different parts of the province, and may limit the number of apprentices who may be employed by an employer. They may also provide for the testing of apprentices and the issuing of certificates

on completion of the apprenticeship period. Trade tests and the issue of certificates of qualification to other tradesmen in a designated trade may also be provided for by regulation, and fees may be set for tests and certificates.

A maximum fine of \$100 may be imposed on any person who violates any provisions of this Act or the regulations made under it and, in default of payment, imprisonment for a term of one day for each \$5 of the penalty imposed.

A change in the penalty section provides that when a magistrate convicts a person charged with paying an apprentice at a lesser rate of wages than the rate prescribed by the regulations, in addition to imposing a penalty, the magistrate may order that the amount of wages owing for a period not exceeding six months be paid to the apprentice or to the Provincial Treasurer.

### Workmen's Compensation

By amendments to the Workmen's Compensation Act, effective from April 1, 1952, the amount of annual earnings taken into account in computing compensation was increased from \$2,500 to \$3,000. This is the same "ceiling" on earnings in effect in five other provinces. In Ontario and Saskatchewan maximum earnings are \$4,000; in British Columbia, \$3,600; and in Prince Edward Island, \$2,500.

Where the workman is totally and permanently disabled, the weekly compensation paid during his life-time is, as before, two-thirds of his earnings, but the minimum amount payable has been raised from \$75 to \$85 a month.

The amount payable by the Workmen's Compensation Board toward the burial expenses of a workman who is killed was increased from \$150 to \$200, the amount paid in five other provinces.

Payments may be made in respect of a dependent child up to the age of 18 or to the end of the school year if he reaches 18 years of age before that time, if the Board considers that it is advisable to continue the child's education. As formerly worded, the section did not allow payment to continue beyond the age of 18 and it was doubtful whether or not the Board could make payments to a child who had passed 16 years of age at the time of the death of the father.

An amendment was made with respect to the medical examination which may be required of an employee who claims workmen's compensation or to whom compensation is payable. As before, the workman, if so required by his employer, must undergo an examination by a doctor of

the employer's choice. In addition the Workmen's Compensation Board may also require the workman to be examined by a medical referee selected by the Minister of Labour. The report of the referee must be considered by the Board before it makes a decision on the workman's claim for compensation. If a workman fails to submit to a medical examination when required to do so, compensation may be withheld or suspended until the examination has taken place.

### Coal Mines

Several amendments were made to the Coal Mines Regulation Act, 1951, to ensure greater safety precautions in the mines, chiefly against fire hazards. The new safety provisions are the outcome of recommendations submitted at the inquiry into the Stellarton disaster in which 19 miners were killed in January, 1952.

Every underground manager and every overman must now carry a locked flame safety lamp while he is underground in a mine. This is a type of lamp used for testing for gas. No person may leave a locked flame safety lamp unattended below ground.

A further new section sets out the procedure to be followed in case of fire or smell of fire. If at any time in any part of a mine, except a gob or waste, the person in charge of the section is satisfied that there is a fire or a smell of fire, he must notify the manager immediately and locate and extinguish the fire where practicable. If the person in charge believes that it is impracticable to extinguish the fire or if the fire is in a gob or waste the person in charge must immediately withdraw all workmen from the mine except those required for the erection of temporary stoppings. If the manager believes that it is impracticable to extinguish the fire or if it is in a gob or waste, he must have temporary stoppings erected as quickly as possible. After the stoppings are completed all workmen must be withdrawn from the mine and no person will be permitted to enter the mine for at least 24 hours.

Permanent stoppings must not be erected until the gas beyond the temporary stoppings has been analysed and an Inspector or the Chief Inspector has stated in writing that it is safe to proceed. While permanent stoppings are being erected no person must enter the mine unless he has the permission of an Inspector. The official inquiry into the Stellarton mine explosion revealed that the blast occurred while the 19 victims were engaged in



erecting permanent stoppings, having just completed the erection of the temporary stoppings.

The Act authorizes the workmen employed in a mine to have inspections for gas carried out by two of their number or by two persons who have been practical working miners with not less than five years' experience in underground work. An amendment to this section requires one of these persons to hold a certificate of competency as a mine examiner.

### **Steam Boilers and Pressure Vessels**

An amendment to the Steam Boiler and Pressure Vessel Inspection Act extends the coverage of the Act to refrigeration plants. "Refrigeration plant" is defined as a plant used for ice-making or for cold storage purposes and includes the complete installation of pressure vessels, piping and fittings, machinery and other equipment by which refrigerants are compressed and liquefied in their refrigeration cycle, but does not include a refrigeration plant having a capacity of three tons or less of refrigeration in 24 hours. In accordance with the wider coverage, the name of the Act has been changed to the Steam Boiler, Refrigeration Plant and Pressure Vessel Inspection Act.

### **Industrial Standards**

The Industrial Standards Act was amended to enable the Governor in Council to continue in effect a schedule of wages and hours beyond the term of the agreement upon which it was based.

The Act provides that, on petition of employers or employees in an industry covered by the Act, the Minister of Labour may convene a conference of employers and workers engaged in the industry for the purpose of negotiating uniform rates of wages and hours and days of labour for the industry. If the parties agree in writing as to the conditions of work to be formulated by the schedule, and if the schedule is approved by the Minister, the Governor in Council may declare it to be in force during the same period of time as the agreement and to be binding upon all employers and employees in the industry.

The amendment provides that the Governor in Council may declare the term of the schedule of wages and hours to be in force beyond the expiry date of the agreement until he rescinds his declaration or until he declares another schedule in force.

### **Employment of Non-Residents**

The Nova Scotia Labour Act, first passed in 1933 and renewed annually, is to be in effect until May 1, 1953.

The purpose of the Act is to give preference in employment in the province to Nova Scotia residents. No person or corporation employing 25 or more persons may hire a worker who has not resided in the province for at least a year, unless the worker produces a certificate from the Government employment agent or clerk of the city, town or municipality where he is to be employed stating that there are no unemployed residents available who could or would do the work. A fine of not more than \$500 may be imposed for violation of the Act.

### **Old Age Assistance**

The Old Age Assistance Act, which is effective from January 1, 1952, was passed to enable Nova Scotia to participate in the joint federal-provincial plan under which the federal Government shares equally with the provinces the cost of pensions of up to \$40 a month to needy persons between the ages of 65 and 69 years. Pensions are payable according to the conditions laid down in the federal Act with respect to age, residence in Canada and the amount of income a recipient may have.

The new Act provides for an agreement with the federal Government for the provision of pensions and confirms the agreement made on March 12 by the Minister of Public Welfare of Nova Scotia and the federal Minister of National Health and Welfare and also the Order in Council of January 25, 1952, authorizing the payment of assistance.

Provision is made for the provincial administration of the Act through a Board appointed by the Governor in Council, one of whose members will be the Director of Old Age Assistance. The Act further provides that the Old Age Pensions Board appointed under the Old Age Pensions Act on December 4, 1951, and the Director of Old Age Assistance appointed on the same day are confirmed as the administrative authorities under the new Act.

As stated in most of the other provincial Acts, old age assistance is exempt from provincial and municipal taxes and is not subject to attachment or seizure in satisfaction of a claim against the recipient nor subject to alienation or transfer by the recipient. Assistance may be paid to a trustee for the benefit of a recipient who is incapacitated or incapable of managing his affairs or is using or likely to use his assistance otherwise than for his own benefit.

The Act prohibits any person from receiving or from aiding another person



to receive assistance to which he is not entitled. The Board may recover from a recipient or from the estate of a deceased recipient as a debt due to the Board the sum of any assistance payments made to him by reason of non-disclosure of facts or by misrepresentation.

The Governor in Council is authorized to make regulations for the carrying out of the Act. The Act continues in force the regulations respecting old age assistance made under the Old Age Pensions Act on December 4, 1951.

The Old Age Pensions Act, 1931, will be repealed on a date to be fixed by proclamation.

#### **Allowances for Blind Persons**

A companion Blind Persons' Allowances Act was passed to provide for an agreement with the federal Government for the payment of 75 per cent of \$40 a month by the Government of Canada and 25 per cent by the province in cases of need to blind persons over 21 years of age. The Act ratifies the agreement made with the federal Government on March 12 and provides that the Old Age Assistance Board will administer the Act. Other provisions are the same as those of the Old Age Assistance Act summarized above.

#### **Mothers' Allowances**

The Mothers' Allowances Act formerly provided that an allowance could not be paid unless the mother and her husband were resident in Nova Scotia at the time of the husband's death or at the time that he became permanently disabled. The Act was amended to permit the payment of an allowance where a mother or her husband, although not resident in Nova Scotia at the time of his death or disablement, had been so resident before that time, provided that the mother has not qualified for an allowance outside of Nova Scotia.

#### **Vocational Education**

An amendment to the Vocational Education Act authorizes correspondence courses to be offered to persons who are residents of any part of Canada, and not merely to residents of Nova Scotia, as before.

#### **Rent Control**

The Housing and Rentals Act, 1951, which was to have expired April 30, 1952, is continued in effect to April 30, 1953. The Act empowers municipal councils to pass by-laws for the regulation of maximum rentals for housing accommodation (L.G., 1951, p. 994).

#### **Credit Unions**

A new Credit Union Act to come into force on proclamation revises and consolidates an Act of 1932. One change is that it will require 15 or more persons to form and carry on a credit union, instead of seven. Persons who have a common bond of occupation or association or who reside in the same neighbourhood may form a credit union by subscribing their names to a memorandum of association in the form set out in the schedule to the Act. They must pay the entrance fee and must now also subscribe and pay for not less than one share in the union. Formerly they were required merely to subscribe to one share and pay the first instalment on it.

Under the new Act a member may be expelled by the Directors at a regularly called meeting with a majority in attendance on a two-thirds vote of those present, subject to appeal to the next general meeting of the members. Formerly a member could only be expelled by a two-thirds vote of the members at a special meeting called for the purpose.

A new section requires a qualified auditor to be appointed for every credit union having share capital and deposits totalling \$200,000 or more.

Another new provision authorizes a credit union to become a member of the Nova Scotia Credit Union League or of such other organizations as the Registrar may approve.

The International Social Security Association this year celebrates the 25th anniversary of its founding. The ISSA is an autonomous organization with which the International Labour Organization co-operates.

The ISSA was founded in 1927. Its first general meeting was held in Brussels on October 4 and 5 that year.

From the time of its founding the ISSA has had for its secretariat officials seconded by the ILO. Thus a close link exists between the ILO and the organization of social insurance administrators. Conversely, the ISSA affords the ILO direct and close contact with those entrusted with the application of social security legislation.

# Legal Decisions Affecting Labour

Authority of Labour Relations Board to define "person employed in a confidential capacity" is upheld by British Columbia court. Superior Court of Connecticut enforces anti-discrimination order against union

In British Columbia, the Supreme Court held that the Labour Relations Board acted within its jurisdiction in finding that certain employees of Canada Safeway Limited were not confidential employees excluded by the Industrial Conciliation and Arbitration Act from collective bargaining under the Act.

In Connecticut, an order of the Commission on Civil Rights directing a union to cease excluding two Negroes from membership was enforced in the Superior Court.

## Supreme Court of British Columbia . . .

...dismisses an employer's application to quash a certification order of Labour Relations Board.

On May 19 the Supreme Court of British Columbia dismissed the application of Canada Safeway Limited for a writ of *certiorari* to quash an order of the Labour Relations Board certifying Local 580 of the Retail, Wholesale Department Store Clerks Union as bargaining agent for certain comptometer and power machine operators employed by the company. The employer's case was based on the provision of the Industrial Conciliation and Arbitration Act excluding confidential employees from the definition of employees to whom the Act applies. The Court held that there were facts upon which the Board could reach the conclusion that these employees were not employed in a confidential capacity and therefore its decision was final.

The Chief Justice first considered the Board's contention that he had no right to review its proceedings because of Section 2 (4) of the Act, which reads: "If a question arises as to whether a person is an employee within the meaning of this Act, the question shall be determined by the Board, and the decision of the Board shall be final."

In maintaining that the Supreme Court did have power to review the Board's proceedings, counsel for the company had relied upon the rule stated in the case of *Bunbury v. Fuller* [1853] that no body of limited jurisdiction can acquire jurisdiction by a wrong decision on a point upon which the limit to its jurisdiction depends. In His Lordship's view, this rule still stood.

He was also of the opinion that he had power to examine the proceedings of the Board for the purpose of determining whether there was any evidence before it.

He quoted the words of Mr. Justice Clynne in *Rex v. Thompson* [1951] 1 WWR (N.S.) 73:—

If there is proper evidence, however scanty, upon which the accused could, in the opinion of the magistrate, be committed, I cannot interfere with the magistrate's discretion. However . . . the proceedings before the magistrate must be conducted according to law. On the authorities which I have quoted, I hold that I am entitled to examine the evidence to ascertain the validity or otherwise of the accused's contention that there was no evidence before the magistrate proper to be considered by him in support of some point material to his decision to commit.

His Lordship then turned to the main point of the company's case, the argument that the employees in question were excluded from collective bargaining under the Act by Section 2 (1):—

"Employee" means a person employed by an employer to do skilled or unskilled manual, clerical or technical work, but does not include:

(a) A person employed in a confidential capacity . . .

Counsel for the company had referred to the affidavit of the office manager stating that "all employees of the Zone Office are employed in a confidential capacity . . ." and that "all employees of the Zone Office have ready access to confidential information." The Chief Justice considered that the first statement was not a factual one but a conclusion for the Board to make upon the facts.

The second statement raised the question as to whether an employee having access to confidential information means a person employed in a confidential capacity. His Lordship said that to consider this properly the whole tenor and purpose of the Act must be considered. It was clear that the Act was intended to give the fullest protection to employees and to



ensure that employees may have bargaining agents with whom the employer must negotiate in order to reach a collective agreement.

He then quoted from a judgment in an English case which discussed the extent of an employee's duty of fidelity to his employer and concluded that this was a question of facts in each particular case. The Chief Justice summed up his opinion of the question in these words:—

It would seem to me that in almost every class of employment an employee would have access to certain confidential information and if this were to exempt the class of such employees . . . the whole purpose of the Act would be defeated and it is therefore that the Legislature constituted the Board, under Section 2 (4) of the Act, the final court to determine the fact as to whether or not the employees in a certain class are employed in a confidential capacity. If, therefore, there be any evidence before the Board at all upon which such a finding can be made, then as I said in the *Marine Workers case*: "I am not sitting as an Appeal Court," and I am also specifically prohibited from doing so by the words of the Act.

His Lordship stated that from the reading of the whole cross-examination of the company's office manager he found that there were facts upon which the Board could reach the conclusion that the comptometer and power machine operators were not, in fact, the type of employees exempted from the operation of the Act. He added that his own opinion was that the Board had reached the proper conclusion upon the facts. However, it was only necessary for him to determine that there were facts before the Board upon which it could reach its conclusion and, if there were such facts, then the Board acted within its jurisdiction and its finding in the matter was final.

The Court dismissed the company's application with costs. *In the matter of an application by Canada Safeway Limited for a writ of certiorari quashing an order of the Labour Relations Board*, Supreme Court of British Columbia, June 10, 1952.

### Connecticut Superior Court . . .

...dismisses union's appeal from ruling requiring it to cease discriminating against two Negroes

A charge of unfair employment practices against a union was recently upheld in the Connecticut Superior Court.

The International Brotherhood of Electrical Workers, Local No. 35, brought an appeal from the order of the Commission on Civil Rights requiring the union to cease discriminating against two Negro complainants by refusing to accept their

applications for membership. The Court dismissed the appeal and decreed the enforcement of the Commission's order.

An earlier case, in which a Connecticut employer was ordered to cease discriminating against a job applicant because of colour, was reviewed in a previous issue (L.G., 1951, p. 250).

In giving reasons for decision on July 14, Judge Borden reviewed the legislation applicable to the case. The Connecticut Fair Employment Practices Act, adopted in 1947, designates as an "unfair employment practice" discrimination against a prospective or present employee by an employer, an employment agency or a labour organization "because of race, colour, religious creed, national origin or ancestry." It explicitly prohibits exclusion of an applicant from full membership rights by a labour organization, unless such exclusion is based on a "bona fide occupational qualification." The Commission on Civil Rights has power to investigate complaints of unfair practices, to hold hearings and to issue appropriate orders based on written findings of fact. These orders may be reviewed in the courts and enforced by a court decree.

Judge Borden summarized the findings of the tribunal of the Commission which had heard the case. The two Negroes had filed complaints with the Commission on July 1, 1950, and, after investigation and unsuccessful attempts at conciliation and persuasion, a tribunal of the Commission held hearings from March to May, 1951.

It found that the two Negro complainants were both veterans who had done electrical work while in the armed forces and had subsequently taken courses in electrical work at the Hartford Trade School. When they applied for admission to the union in April, 1949, the business manager told them that there was a long waiting list but gave them application forms which they completed and filed. Later in April one of the two men appeared before the executive board of the local to inquire about his application; he was informed that the union was not admitting any more men at that time because work was slow. The union never took any action on the complainants' applications and did not give them any reason for its inaction. During the same period it admitted several white applicants who, it claimed, were either relatives or friends of union members.

The tribunal found also that the union had never admitted any Negroes, although it had from time to time received applications from qualified Negro electricians.



In one case where there was a closed shop contract, the union had compelled an employer to downgrade a Negro electrician to the position of janitor in order to avoid admitting him to union membership. It was shown that the union had substantial control over the labour market for electricians in the Hartford area, since most of the large electrical contractors employed only union men.

The tribunal concluded that the union had committed a discriminatory act against the two Negroes. The Commission accordingly issued orders commanding the union, if the complainants applied again for admission, to "cease and desist from excluding" them "from full membership rights because of . . . race" and from "failing or refusing to act" upon their applications. The union appealed this order to the Superior Court.

Judge Borden said that the duty of the Court in this case was to determine whether the tribunal acted arbitrarily, unreasonably, or contrary to law. If the tribunal's decision was based on a reasonable interpretation of competent evidence, the Court must accept it even though it might have reached a different conclusion on the evidence.

He considered that the evidence in support of discrimination lacked proof of overt acts directed exclusively against Negroes, since there was also obvious discrimination against white applicants in order to protect the economic security of union members. However, he believed that in this type of proceeding greater latitude could be allowed the tribunal to draw inferences from words or deeds than in a case where overt acts must be established, because racial prejudice or discrimination is intangible and elusive and very difficult to prove. "All too frequently persons publicly announce abhorrence of racial prejudice while privately practising it," he stated.

He concluded that the actions of the union in this case could be interpreted as racial discrimination. The effort of a

union official to discourage the two men from filing applications, and his statements that Negroes make bad union members, might well reflect the true and unspoken policy of the union to exclude Negroes from membership. Further evidence of this policy might be the fact that while they were excluded, white applicants were being admitted, and that no Negroes had ever been admitted as members.

Judge Borden referred also to the case of the Negro apprentice electrician who had been demoted to the position of janitor in 1946, when his employer became a union company. He was the only employee who was refused admission to the union. It was later claimed that the change in his employment was due to his incompetency, although he had apparently given satisfactory service as an apprentice for more than two years. Judge Borden considered this case direct evidence of discrimination, and stated, "When all of the above facts are pieced together the unspoken policy may be even more eloquently expressed than oral or written pronouncements."

In its appeal, the union pleaded that it could accept apprentices only when sponsored by an employer and that the applicants in question were not so sponsored. Yet they could not obtain employment with a union firm. The judge held this view of the union's argument:—

That means, in effect, that they could never get into the union because they never could get jobs. It is a vicious circle which excludes Negroes from employment as well as union membership. And yet employer and union alike can, by this device, plead freedom from discrimination while actually practising it.

Judge Borden, holding that the tribunal did not abuse its discretion, nor act arbitrarily, unreasonably or illegally, dismissed the appeal and ordered the union to carry out the orders of the Commission on Civil Rights. *International Brotherhood of Electrical Workers, Local No. 35, v. Commission on Civil Rights*, Connecticut Superior Court, July 14, 1952.

A company's denial of promotion to a woman employee because her new position would have entailed the lifting of heavy weights was upheld by an arbitrator dealing with a grievance the woman lodged.

The woman was employed in a Kentucky furniture and door plant as a "panel inspector". Her principal duties were to inspect ply veneer facings having an average weight of about 25 pounds. The next higher classification in the inspec-

tion department, "final inspector", required the employee to move and lift doors weighing about 100 pounds.

The company turned down the woman's request for promotion to the final inspector's job, which she claimed by reason of her authority, on the advice of its safety director and plant physician, who declared that the heavy lifting required would be injurious to the woman's health and constitute a hazard to other employees.

# Recent Regulations, Federal and Provincial

Coverage of Newfoundland Workmen's Compensation Act is extended to additional small undertakings. Hospital insurance premiums reduced effective July 1 in British Columbia; hospital premium rates for 1953 issued in Saskatchewan. New plumbing regulations approved in Ontario

In Newfoundland, laundries and dry cleaning establishments, mining (including prospecting and development work), and cutting firewood, cutting or hauling logs, and barkpeeling by hand are now within the scope of Part I of the province's Workmen's Compensation Act, subject only to the limitation applicable to all industries under Part I that at least three workmen are employed at the same time.

Under the British Columbia Hospital Insurance Act, the annual premium is reduced by \$3 for both a single person and the head of a family. Every beneficiary is required to pay \$1 per day for every day he is hospitalized. In Saskatchewan the rates remain unchanged.

New plumbing regulations under the Ontario Public Health Act, which will come into force in approximately nine months, will be applicable to most workplaces, as well as to other establishments.

## FEDERAL

### Canada Shipping Act

#### *Certification of Engineers*

New regulations approved by P.C. 3280, issued June 11 and gazetted June 25, relate to the examination of engineers. They revoke and replace the regulations established by P.C. 1190 of July 11, 1924, and P.C. 3055 of July 8, 1948.

Part I of the regulations deals with examinations for certificates (steam and motor) valid in Canada. It states the method of calculating service and the form of testimonials. Applications for examination, accompanied by the required testimonials, should be made, on forms obtainable from a Steamship Inspector, to the Steamship Inspection office in the district where the candidate lives or to the Board of Steamship Inspection, Ottawa.

Part II is devoted to examinations for certificates valid in Canada and the United Kingdom.

The qualifications of candidates and the syllabus for examinations for all grades of certificates in Parts I and II are set forth in schedules to the regulations. The examination fee for any grade is \$5, which includes one re-examination.

Copies of the regulations with schedules and appendices attached may be obtained from the Chairman, Board of Steamship Inspection, Department of Transport, Ottawa.

## PROVINCIAL

### British Columbia Hospital Insurance Act

Amendments to the regulations gazetted August 21 reduce the annual hospital insur-

ance premium by \$3 and set a daily fee of \$1 as the portion of hospital charges to be paid by or on behalf of a beneficiary who is hospitalized.

The annual premiums payable, originally \$21 for a single person and \$33 for the head of a family, were increased in June, 1951, to \$30 and \$42 (L.G., 1951, p. 838). The premium is now \$27 for a single person and \$39 for the head of a family. This amendment became effective July 1.

A corresponding reduction is made in the amount to be deducted by an employer from an employee's wages as a monthly premium instalment. This is now \$2.25 instead of \$2.50 in the case of a single person and \$3.25 instead of \$3.50 in the case of the head of a family. An employer who has deducted monthly premium instalments at the former rate applicable to the last six months of 1952 or the first six months of 1953 is required, on receiving notice from the Commissioner, to make the adjustments necessary because of the lower rate.

Previously, a beneficiary who became an in-patient in a hospital was required to pay approximately one-third of the daily charge made by the hospital during the first 10 days of his hospitalization, but for not more than 10 days in any year. The amounts payable during the 10-day period ranged from \$2.50 where the hospital charge was \$8 or less to \$3.50 where the hospital charge was between \$10.50 and \$14. This fee is now not related to the daily hospital charge, nor is it limited to a



10-day period. A beneficiary must now pay \$1 per day for any time he is hospitalized.

### **Newfoundland Workmen's Compensation Act**

Three changes in the coverage of the Workmen's Compensation Act were made by regulations issued and gazetted July 15.

The Act provides that any industry in which less than a stated number of workmen are employed may be excluded from the scope of Part I. The main regulations (L.G., 1951, p. 839) exclude every industry unless at least three workmen are employed. They stated, however, that two or more separate industries carried on by the same employer were not excluded from the scope of Part I when three or more workmen were jointly employed in the industries. This latter section has been revoked; each industry is now excluded unless at least three workmen are employed in it at the same time.

Certain industries previously excluded from the scope of Part I where not more than six workers were employed at the same time are now included. They are: the cutting or splitting of firewood; power laundries; dyeing, cleaning or bleaching establishments; mining (including prospecting and development work); cutting, hewing, piling or hauling logs, wood or bark, logging, and barkpeeling by hand. These operations are now included if three or more workmen are employed.

The provision excluding workmen in any industry in Part I while being transported by aircraft was amended to bring injured workmen and their escorts (if they are workmen under the Act) within the scope of Part I while they are being transported by aircraft with the express or implied authority of the Workmen's Compensation Board.

### **Ontario Public Health Act**

New general regulations governing the installation of plumbing and sewers were approved by O. Reg. 261/52 on July 10, gazetted August 9, 1952, and effective "on the 270th day" after publication. They apply to drinking water-supply systems, to drainage systems which discharge into a municipal sewerage system or which are in a locality with a population-density of three or more people an acre, and to plumbing systems in public-access buildings, among which are included factories, shops, laundries, office buildings, and restaurants.

Regulations 3 to 21 apply to all three systems and require construction, repair, renovation or alteration of plumbing to be

done in conformity with the regulations. All plumbing constructed, repaired, renewed or altered shall not be put into use until it has been approved by the inspector. Inspection is not necessary in the repair or replacement of a valve, faucet or fixture, or in work repairing a leak or forcing out a stoppage. The regulations also cover requirements for materials and parts.

Further requirements are given for the construction and testing of the water-supply systems (Regulations 22 to 46), the drainage systems (Regulations 47 to 150) and the plumbing systems (Regulations 151 to 171). Regulation 172 states that the regulations do not apply to those parts of the territorial districts without municipal organization.

Tables showing the required minimum measurements for fittings are appended to the regulations.

### **Ontario Mothers' Allowances Act**

Amendments to the general regulations under the Act (L.G., July, 1952, p. 950) provide that a mother receiving an allowance of \$50 a month for one child, or a foster-mother receiving an allowance of \$24 a month for one foster-child or \$48 for two children, may now be paid an additional sum of \$20 a month where the Director considers it necessary. Previously the extra sum was available only to a mother supporting more than one child or a foster-mother supporting more than two children.

These amendments, contained in O. Reg. 254/52, were made July 15 and gazetted August 2.

### **Saskatchewan Hospitalization Act**

Regulations governing the levy and collection of the hospitalization tax for 1953 were issued under O.C. 1705/52 of July 14, gazetted July 25. Identical in substance with those issued for 1952 (L.G., 1951, p. 1553), they set a tax of \$10 for an adult and \$5 for a child under 18 years of age, provided that the total tax for a family does not exceed \$30.

As before, a *pro rata* tax of 84 cents a month for an adult (42 cents a month for a child under 18) is required for persons who become eligible for benefit during the tax year. This tax (not to exceed \$2.50 a month for a family) is to be paid for the remainder of the tax year after they have completed six months' residence. Provision is still made for dependants arriving in the province later than the person on whom they are dependent to become eligible for benefit at the same time as he does.



# Unemployment Insurance

## Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

### Decision CU-B 831, June 24, 1952

**Held:** *That after four months of unemployment, work in her registered occupation and at a wage in excess of the prevailing rate of pay in the district was suitable for a sales clerk, even though it was at a rate of pay lower than that which she previously received and she expected to return to her former seasonal job in a month's time.*

**Material Facts of Case.**—The claimant, married, 43 years of age, and residing in Niagara Falls, Ont., filed an initial claim for benefit on January 5, 1952, stating that she had been employed as a "sales person" in a gift shop at a salary of \$30 a week from March 1951, to November 24, 1951, when she was laid off "due to end of season". The claim was allowed.

On March 12, 1952, the local office notified her of employment as a sales clerk at a salary of \$25 a week. The employment would have lasted for eight and a half months. The reported prevailing rate of pay in the district for that type of work was \$22 a week. She refused to accept this offer of employment, stating that she wished to wait for her former job, which she expected to resume at the beginning of April; she also submitted a letter from her former employer wherein he had stated that he was counting on her services as from April 15, 1952.

The insurance officer disqualified the claimant for six weeks as from March 13, 1952, because she had, without good cause, neglected to avail herself of an opportunity of suitable employment (Section 40 (1) (b) of the Act).

The claimant appealed to a court of referees on the grounds that she had not refused the job offered but had offered her services "for the period of time until (her) own job was ready", which arrangement was not suitable to the prospective employer. The prospective employer confirmed the claimant's statement. The majority of the court upheld the decision of the insurance officer. The dissenting

member was of the opinion that the claimant was being penalized for having been truthful in telling the prospective employer that she could accept the employment only until such time as she resumed her former job.

The claimant appealed to the Umpire.

**Conclusions.**—There is no doubt that the claimant acted honestly in informing the prospective employer that she intended to resume her previous employment in a few weeks' time; the fact remains, however, that, under the circumstances, her conditional acceptance of the employment was tantamount to refusing the offer.

I can readily understand her attitude towards accepting a new job at a rate of pay lower than that which she previously received, when she expected to get her former job back in a month's time. On the other hand, I cannot lose sight of the fact that Unemployment Insurance is a measure essentially designed to financially assist the worker who is in the unhappy position of being unable to find employment.

Consequently, I do not consider that I would be carrying out the intent of the Act if I were to decide that the claimant, after four months of unemployment, should have been allowed to continue to receive benefit when there was work available for her in her registered occupation and at the prevailing rate of pay in the district.

The appeal is dismissed.

### Decision CU-B 833, June 24, 1952

**Held:** *That employment in her usual occupation as "key punch operator" at a rate of pay in excess of the prevailing rate in the district, but less than that which she received in her previous employment, was suitable for a claimant who had been unemployed for two and a half months.*

**Material Facts of Case.**—The claimant, married, 24 years of age, obtained temporary employment with a department of the

federal Government as a key punch operator at a salary of \$200 a month. The employment lasted from June 5, 1951, to November 30, 1951. She filed a renewal claim for benefit on December 4, 1951, which was allowed.

On February 18, 1952, the local office notified her of permanent employment as a key punch operator at a salary of \$140 a month, which, according to the submissions, was in excess of the prevailing rate of pay in the district for that type of work, viz \$135 a month.

The claimant refused to accept the employment for the following reason: "Not type of machine used to operating". The local office commented that the claimant had stated that the company would have employed her at a wage of \$160 a month but that she was not interested in learning to operate the kind of machine the company had.

The insurance officer disqualified the claimant for six weeks because, in his opinion, she had, without good cause, failed to accept a situation in suitable employment (Section 40 (1) (a) of the Act). The claimant appealed to a court of referees stating that the company wanted her to occupy this position for at least one year, as it would take at least four months to familiarize herself with the

work, but, as she was married, she felt she could not guarantee to remain that length of time in their employ. The court, after having heard her testimony and that of a representative of the local office, unanimously upheld the decision of the insurance officer.

With leave from the chairman of the court, the claimant appealed to the Umpire.

**Conclusions.**—The claimant's record of employment reveals that she has worked as a key punch operator since 1943 and that, except for the short period that she was employed by the federal Government at a salary of \$200 a month, her monthly wage has not been higher than \$135, which is the prevailing rate of pay in the district for that type of work. Furthermore, when she was referred by the local office to the .....Lumber Company for employment as a key punch operator at a salary of \$140 a month (which apparently the employer would have been willing to increase to \$160), she had been unemployed for two and a half months.

Under the circumstances, I entirely agree with the unanimous finding of the court of referees that she has failed to accept a situation in suitable employment within the meaning of Section 40 (1) (a) of the Act and the appeal is dismissed.

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## Monthly Report on Operation of the Unemployment Insurance Act

Statistics for July, 1952,\* show an increase in the number of claims for benefit, an increase largely the result of the U.S. steel strike

Claims for unemployment insurance benefit during July showed an increase over the previous month. This increase was concentrated mainly in Ontario where, consequent upon the extended steel strike in the United States, layoffs among workers in the automobile industry resulted in an increase of initial and renewal claims filed.

The report on the operation of the Unemployment Insurance Act issued by the Dominion Bureau of Statistics shows that during July a total of 75,340 initial and renewal claims for unemployment insurance benefit were filed across Canada, compared

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

with 68,788 in June and 58,981 in July, 1951. Claims filed in Ontario increased from 21,478 in June to 30,211 in July.

\*See Tables E-1—E-6 at end of book.



On July 31 ordinary claimants on the live unemployment insurance register numbered 112,582 persons (78,349 males and 34,233 females), compared with 122,591 (\$6,477 males and 36,214 females) on June 30, and 83,889 (54,245 males and 29,644 females) on July 31, 1951. In addition, a total of 31,845 persons had claims active on the last day of the month; 22,308 of these were short-time claimants and 9,526 were temporarily separated from their employment. In Newfoundland, unemployment registers for 11 supplementary benefit postal claimants were retained in the active file awaiting proof of unemployment.

During July, a total of 74,432 adjudications were recorded for initial and renewal claims; of these, 52,223 were entitlements to benefit, and 6,032 were disallowances due to insufficient contributions. Disqualifications were imposed in 20,666 cases (including 4,489 on revised claims), the chief reasons being: "not unemployed" 7,734 cases; "voluntarily left employment without just cause" 4,322 cases; and "loss of work due to a labour dispute" 3,304 cases.

Claimants who became beneficiaries during the month totalled 40,271, compared with 41,476 during June and 39,126 during July, 1951.

A total of \$6,294,669 was paid out as compensation for 2,311,062 proven unem-

ployed days during July, in comparison with \$6,726,957 and 2,539,696 days during June, and \$3,427,834 and 1,416,699 days during July, 1951.

During the week July 26-August 1, a total of 85,682 beneficiaries received \$1,417,970 as compensation for 490,259 unemployed days, compared with 84,812 beneficiaries who received \$1,252,275 for 474,472 days for the week June 28-July 4. During the week July 28-August 3, 1951, a total of \$794,947 was paid to 57,469 beneficiaries as compensation for 322,625 unemployed days.

The average daily rate of benefit for the week July 26-August 1 was \$2.89, compared with \$2.64 for the week June 28-July 4, and \$2.46 for the week July 28-August 3, 1951. The sharp rise in the average for the last week of July was related to the adoption of a schedule of increased benefit rates effective July 14.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during July, 1952, insurance books were issued to 3,911,304 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at July 31, 1952, numbered 242,639, an increase of 1,275 since April 1.

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## New York State Employers Will Pay Lower Unemployment Insurance Tax Rates

Employers in New York State, where the unemployment insurance tax rates are determined by the balance in the Unemployment Trust Fund, will pay lower rates in 1953, it has been reported by Edward Corsi, the state's Industrial Commissioner.

The 1953 rates will average about 1.5 per cent of an employer's payroll, compared with the 2.32 per cent average paid this year.

Under a 1951 amendment to the state's unemployment insurance law, the balance in the Fund determines what rate employers will pay in the next year. The amendment established eight schedules of rates based on the Fund's balance.

The July 1 balance was \$1,104,000,000, or 9.3 per cent of last year's total payrolls.

According to the schedule established for use whenever the balance stands between 8 and 9.5 per cent of the previous year's payroll, rates next year will range from .7 to 2.7 per cent of an employer's payroll.

At March 1, Canada had 3,638,000 paid workers engaged in non-agricultural industries, compared with 3,560,000 one year previously, according to the Dominion Bureau of Statistics.

While individually-owned concerns represent 46 per cent of the establishments in Canada's manufacturing industry, they account for only seven per cent of the total number of employees, the Bureau reports.



# Fair Wages Conditions

## In Federal Government Contracts

### Schedules Prepared and Contracts Awarded during August

#### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 148 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 101 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour" and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work, such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	4	\$398,627.26
Defence Construction (1951) Limited (Building and Maintenance).....	1	24.62
Post Office .....	8	73,663.78
Public Works .....	2	38,113.00

#### Arrears of Wages

During August, \$5,047.70 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to the 69 employees concerned.

### Contracts Containing Fair Wages Schedules Awarded during August

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain

from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Magrath Alta*: Remington Construction Co Ltd, construction of ridge reservoir outlet works, St Mary Main Canal.

### Central Mortgage and Housing Corporation

*St John's Nfld*: Trynor Construction Co Ltd,\* construction of concrete wall. *Cornwallis N S*: Standard Paving Maritime Ltd, hardsurfacing walks & drives. *Tufts Cove N S*: L G Rawding Construction Co,\* landscaping. *Saint John N B*: Annapolis Valley Construction, reconstruction of roofs. *Rouyn P Q*: John David,\* exterior painting. *Ajax Ont*: Atlas Excavators Ltd, construction of tunnel & conduits; W B Bennett Paving Co Ltd, construction of roads, curbs & walks; Dominion Bridge Co Ltd,\* installation of steam generating unit. *Barriefield Ont*: Bruce Construction Co,\* landscaping. *Clinton and Peterboro Ont*: Green Construction Co, dismantling of house at Peterboro, transportation & erection at Clinton. *London Ont*: Riverside Construction Co,\* paving, Cleve Court. *Peterboro Ont*: H H Sutton,\* land-

scaping & construction of driveways. *Petawawa Ont*: W Sullivan & Son, construction of apartments. *Rockcliffe Ont*: Hugh M Grant Ltd, temporary shaping & gravelling of access walks; Dibblee Construction Co Ltd, shaping roads, driveways, ditches etc. *Trenton Ont*: H H Sutton,\* landscaping; H J McFarland Construction,\* repairs to water services; H J McFarland Construction, surfacing roads & drives. *Rivers Man*: T J Pounder & Co Ltd, paving of roads. *Claresholm Alta*: Canadian Western Natural Gas Co Ltd, installation of mains & service lines. *Edmonton Alta*: Sparling-Davis Co Ltd, paving roads & drives. *Suffield Alta*: Standard Gravel & Surfacing of Canada, construction & surfacing of walks, driveways & play areas; Western Excavating,\* extra grading & levelling.

### Defence Construction (1951) Limited

*Summerside P E I*: W E Emmerson & Sons Ltd, extension to steam distribution system. *Bedford Basin N S*: Cameron Contracting Ltd, construction of administration bldg, explosive & non-explosive storage bldgs & ancillary bldgs. *Dartmouth N S*: Foundation Maritime Ltd, construction of gun mounting refit shop & heating plant. *Greenwood N S*: Kenney Construction Co Ltd, extension to pump-house bldg; Clark Construction Co, installation of galvanized iron culverts; Kenney Construction Co, installation of water & sewer services, central heating plant. *Halifax N S*: E G M Cape Co Ltd, construction of officers' quarters, HMCS "Stadacona". *Newport Corners N S*: Ralph & Arthur Parsons Ltd, addition to naval wireless transmitting bldg & KVA substation. *Fredericton N B*: Caldwell Construction Co Ltd, construction of RCCS receiving station. *Quebec P Q*: D'Errico Bros Construction Co Reg'd, paving of asphalt concrete, Citadel. *Valcartier P Q*: Bergerville Estates Ltd, construction of propellant explosive storage magazines. *Barriefield Ont*: Connelly & Twizell Ltd, installation of steam distribution system. *Camp Borden Ont*: Wentworth Steel Co, installation of reinforced steel, reservoir & pumping station. *Centralia Ont*: Roy James Construction Co Ltd, construction of concrete reservoir &

deep well pumphouse etc. *London Ont*: Peerless Construction Ltd, paving of parking area. *Long Branch Ont*: Standard Paving Ltd, construction of curbs, sidewalks & sodding. *North Bay Ont*: Sterling Construction Co Ltd, installation of temporary heating system. *Rivers Man*: T J Pounder & Co Ltd, construction of paved roads & sidewalks. *Moose Jaw Sask*: T J Pounder & Co Ltd, construction of paved roads, sidewalks, parking areas & general grading of domestic areas. *Cold Lake Alta*: Sunley Electric Co, installation of power distribution, fire alarm & street lighting systems; Bennett & White of Edmonton Ltd, construction of ME garage, refuelling tender garage, standard headquarters bldg & explosive storage bldgs. *Namoo Alta*: Richards Wilcox Canadian Co Ltd, installation of canopy doors, standard maintenance hangar & workshop; Dominion Bridge Co Ltd, erection of structural steel, standard maintenance hangar & workshop; P W Graham & Sons Ltd, construction of central heating plant, supply depot; Poole Construction Co Ltd, construction of central heating plant, RCAF Station. *Penhold Alta*: Schrubsall Supply Co, installation of component parts for bulk fuel storage. *Fort Nelson B C*: Marwell Construction Co Ltd, installation of underground steam distribution system.



### (Building and Maintenance)

*Cornwallis N S*: Rodney Contractors Ltd, replacement of wood stave water main with cast iron pipe, HMCS "Cornwallis". *Longue Pointe P Q*: D'Errio Bros Construction Co Reg'd, repairing asphalt pavement at No 25 COD. *Valcartier P Q*: Douglas Bros Ltd, re-roofing of bldgs, army camp. *Camp Ipperwash Ont*: W A Moffatt Co, re-roofing of bldgs; Gillespie Painting Contractors, painting exterior woodwork & metal surfacing on all bldgs. *Clinton Ont*: Goderich Manufacturing Co Ltd, cubicling & reha-

bilitation of bldgs, RCAF Station. *Kingston Ont*: National Painting & Decorating Ltd, exterior painting of bldgs, RMC. *Ottawa Ont*: Bytown Construction Co Ltd, replacement of existing water main & service, vehicle development establishment proving grounds. *Penhold Alta*: Poole Engineering Co Ltd, transportation of asphalt mixing plant, setting up of plant & operation of same, RCAF Station. *Esquimalt B C*: Farmer Construction Ltd, re-location & rehabilitation of bldg, HMC Dockyard.

### National Harbours Board

*Saint John Harbour N B*: Saint John Dry Dock Co Ltd, extension to Pugsley Terminal Wharf; Saint John Dredging Co Ltd, maintenance dredging, deep water

berths. *Quebec Harbour P Q*: Marine Industries Ltd, dredging St Charles River Estuary.

### Department of Public Works

*St John's Nfld*: Grant-Mills Ltd, construction of breakwaters. *Wood Islands P E I*: Coastal Construction Co, breakwater extension. *Arrow Point (Petit de Grat) N S*: Walker & Hall Ltd, breakwater repairs. *Cape St Mary's N S*: Kenney Construction Co Ltd, breakwater repairs. *Coddles Harbour N S*: J P Porter Co Ltd,\* dredging. *Digby N S*: Kentville Hardware Store Ltd, application of roof on freight shed. *North Sydney N S*: A F Byers Construction Co Ltd, enlargement of dock & terminal facilities, transit shed, CNR. *Port Hood N S*: Maritime Builders Ltd, construction of public bldg. *Wolfville N S*: Rodney Contractors Ltd, alterations & improvements, public bldg. *Back Bay N B*: Colin R MacDonald, wharf extension. *Bonaventure P Q*: Bert Dimock,\* dredging. *Longueuil P Q*: P Baillargeon Ltd, remedial work. *Ste Angele de Laval P Q*: Royalmount Construction Ltd, wharf repairs & extension. *Sherbrooke P Q*: Newton Construction Co Ltd, construction of phase II, public bldg. *Big Bay Point Ont*: A E Hawkin & Co Ltd, reconstruction of wharf. *Cobourg Ont*: McNamara Construction Co

Ltd, pier repairs. *Cornwall Ont*: M Sullivan & Son Ltd, excavation, fencing, piles & basement slab etc, phase I, public bldg. *Hamilton Ont*: McNamara Construction Co Ltd,\* dredging. *London Ont*: Northey Construction Co Ltd, construction of hatchway & installation of elevator, Westminster Hospital Isolation Annex. *Ottawa Ont*: A Lanctot Construction Co, alterations & repairs, temporary bldgs. *Sarnia Ont*: McNamara Construction Co Ltd,\* dredging; R W McKay Construction, warehouse extension. *Whitby Ont*: Ontario Construction Co Ltd, pier repairs. *Ahousat B C*: Tofino Marine Service Ltd, replacement of floats. *Hammond B C*: James McDonald Construction Co Ltd, wharf reconstruction. *Port Mann Training Dykes B C*: Gilley Bros Ltd, placing rock. *Hope Bay B C*: James McDonald Construction Co Ltd, wharf improvements. *Smithers B C*: Mutual Construction Co Ltd, construction of public bldg. *Wainwright Alta*: James C Haddow, additions & alterations, public bldg. *Whitehorse Y T*: Marwell Construction Co Ltd, erection of federal bldg.

### Department of Transport

*Greenwood, N S*: A D Ross & Co Ltd, installation of field lighting. *Cape Enrage N B*: James McAleese, erection of double dwelling. *Dorval P Q*: Guy Andrews Reg'd, alterations to transatlantic terminal bldg, airport. *Walrus Island (Ile au Marteau) P Q*: Peninsula Construction Co Ltd, erection of dwelling. *Brandon Man*: Simmons

Construction Co Ltd, additional airport development. *The Pas Man*: Eric Hoglander, construction of staff dwellings. *Wagner Alta*: Yukon Construction Co Ltd, construction of combined dwelling & weather station. *Whitehorse Y T*: H S Crombie Ltd, conversion to oil of heating apparatus in bldgs.



# Employment Conditions

## August-September 1952

Labour market continued to strengthen during August and first half of September. During preceding six weeks the number registered with the National Employment Service dropped more than 31,000; at September 11 the number registered was 144,600 (3.6 per cent of all paid workers)

The labour market in most parts of Canada continued to strengthen during August and the first half of September, as the economy moved through its seasonal peak of activity.

During the past six weeks the number of persons registered with the National Employment Service has declined by more than 31,000, compared with a decline of roughly 1,000 during the same period in 1951. The rising seasonal employment level during late summer reduced the total number of persons registered with the Employment Service to 144,600 (September 11) or 3.6 per cent of all paid workers. This roughly corresponds to the 3.3 per cent at September 13, 1951.

Present high levels of production and employment can be largely attributed to increased activity in agriculture and construction. The gathering of the Prairie harvest stood out in particular, since threshing and moving the grain to the sea boards and into ships affects employment from Saskatchewan to both coasts.

Unlike September of 1951, however, there are indications this fall that the customary seasonal gain in employment has coincided and meshed with a general strengthening of industry. Employment in many durable consumer goods industries, for example, had, by July 1, exceeded employment levels anticipated by employers in these industries for October 1. The same pattern is evident for those industries producing basic materials, although less pronounced. While this may yet prove to be merely a temporary recovery, there is evidence that employment gains during the summer months have been due to other than usual seasonal activity; and signs point to an improvement in industry as a whole.

Some explanation for rising employment levels in consumer goods industries can be found in statistics pertaining to sales activity. The value of retail sales in July was 11.5 per cent greater than in July of 1951 and preliminary data indicate that the

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

value of department store sales in August was 13.3 per cent higher than in August last year. The value of wholesale sales in July was 10.5 per cent over 1951 while that of inventories was 5.5 per cent lower. The importance of instalment purchasing is indicated by statistics, just released by the Dominion Bureau of Statistics, showing that instalment sales during the second quarter of 1952, constituting 12 per cent of all retail sales, were 77 per cent higher than last year.

Other sectors of the economy continue strong. The producer goods industries, buoyed up by the defence program and the development of natural resources, have continued to expand production and employment during the summer, while those firms actively engaged in opening up new resources in the field continue to take advantage of favourable weather conditions. The dynamic position of the producer goods industries is indicated by the high proportion of new jobs created by plant expansion, which is centered in this sector. Of the 11,000 new job opportunities created during the first six months of 1952, more than half were accounted for by the aircraft, electrical apparatus, and iron and steel industries.

Construction also continues at a rapid pace in most sectors, with contracts awarded during the first eight months of 1952 amounting to more than \$1.2 billion. While this is nearly \$500 million less than for the same period in 1951, it is still much higher than for either 1950 or 1949. Residential construction contracts awarded during July and August were higher than for the same months in 1951. In view of the rising number of housing starts in

earlier months, this would indicate that the level of housing construction activity, in Canada as a whole, by the end of August was not far below August of last year. The number of completions up to the end of June, however, was considerably below that for the same date in 1951.

Some weaknesses are still present in the economy. Those soft spots which do exist can be separated into two types. Some industries, such as textiles and various paper products, while still operating at reduced hours and lower than capacity employment, are slowly improving their position as the consumer goods industries, upon which they largely depend, gain ground. Other industries, however, such as forestry, which are also operating at below capacity levels, show little sign of improvement. In British Columbia, the combination of excess log inventories and uncertain overseas markets for lumber is discouraging smaller operators from increasing production and employment. In Eastern Canada, even with a small summer cut, many firms possess excess inventories of pulp logs. As a result, a number of firms now recruiting labour for fall and winter pulpwood operations are predicting lower manpower requirements this year than last.

Residential construction, while improving noticeably in recent weeks, remains a local area problem. In some local areas, particularly in the Quebec and Atlantic regions, housing construction has been lagging all summer. In other areas, especially in Western Canada, residential construction is in full swing, with shortages of skilled construction labour.

One reason for the lag of activity in the early months of the summer can be found in the record of industrial disputes. Aside from the secondary effects of the steel strike in the United States upon employment in Canada, 1,589,700 man-days were lost during June and July as a direct result of work stoppages, or over half of the total man-days lost from January to August inclusive. In addition to this, there developed a certain amount of secondary unemployment, particularly in connection with the construction and forestry disputes in British Columbia. In August and early September, on the other hand, both the number of workers involved and man-days lost fell off sharply.

#### **Atlantic Region**

The employment situation in the Atlantic region continued to firm throughout August. By September 11 the number of NES registrations for jobs had declined to 17,000, the low point for the year to date.

Employment in construction gained steadily through the summer, as workers were recruited for defence and resource development projects in Newfoundland and Labrador. As a result, shortages of skilled building trades were in evidence through most of the region.

Labour surpluses were apparent in some areas, however. In Halifax and Saint John, N.B., poor fishing catches were reflected in slackness in some shore packing plants, while in some areas the combination of lower than usual summer logging operations and reduced agricultural labour demands resulted in surpluses of unskilled labour. Towards the end of the period, substantial numbers of farm workers were being recruited for potato harvests in the Maritimes and Maine.

#### **Quebec Region**

The number of persons registered with the National Employment Service continued to drop through August as the Quebec region experienced a high level of employment activity. Total number of registrations for employment dropped from 51,600 at July 31 to 43,400 at September 12. This drop, while substantial, still leaves the total considerably above the 34,600 at September 13, 1951.

Part of the reason for this can be found in reduced summer logging operations around such centres as Quebec-Lévis and Chandler; short-time work in textiles and paper manufacturing in such areas as St. Hyacinthe, Shawinigan Falls, Three Rivers and Drummondville; and construction slowdowns in these and other areas. In general, however, construction and industrial activity has been sufficient to ensure a high and rising level of employment in this region and most labour markets are now in balance. To some extent this improvement can be attributed to harvesting needs and increased highway construction. Isolated construction jobs in Northern Quebec have also drawn on labour surpluses, while the general improvement of light industry and textiles has brightened the employment picture in the major industrial centres.

#### **Ontario Region**

Although the demand for agricultural labour has now levelled off in the Ontario region, the number of persons registered with the Employment Service has continued to decline. The total at September 11 was about 43,200, a drop of more than 7,000 from July 31, roughly the same as last year.

The centre of employment expansion shifted somewhat during August from agriculture to construction and to the con-



sumer durables industries. The demand-supply situation at Toronto, Ottawa-Hull and Hamilton metropolitan areas are all in balance at the present time. With some shortages of key skills in evidence, the same appears to be true for the major industrial centres of Ontario. The demand for labour is heavy in such areas as Guelph, Kingston, Kitchener, Waterloo, London and Niagara Falls, and in the more outlying areas such as Timmins and Sudbury, construction and mining activity are contributing to a tight labour market.

In the agricultural areas, the demand for labour is easing somewhat but the recent demands for workers to handle the Prairie harvests and developing labour requirements for tobacco harvesting are preventing many labour surpluses from developing.

#### **Prairie Region**

On the Prairies a tight labour situation still exists, even with the additional labour which has been brought in from other parts of Canada. At September 11, the number of persons registered with the Employment Service totalled 14,500, a reduction of 6,000 from the end of July, and less than 3 per cent of all paid workers. A condition of general labour shortage existed in 13 of the areas with a labour force of over 10,000. Labour demand and supply were in approximate balance in the remaining eight.

The competing demands of agriculture and construction for labour has removed surplus labour from rural and urban areas. In Alberta the situation has been tightened further by the return of labour to the West Coast following the settlement of the construction and forestry disputes

in British Columbia. In the Lakehead area, seasonal demands of construction and lake shipping have been sufficient to move the Fort William-Port Arthur area into the labour-shortage category. Most of the agricultural areas were experiencing labour shortages by the first of September, in spite of the import of 1,645 workers from Ontario and Quebec, and this situation is expected to continue through most of September.

#### **Pacific Region**

The labour market has been steadily improving in British Columbia following the settlement of the industrial disputes in construction and forestry. The number registered for employment at September 11 totalled 26,500, compared with 33,200 at the end of July, a reduction of 6,700 persons in this six-week period.

In spite of this recent improvement, a softening demand for lumber and pulp, obscured by the recent strike, has deterred some of the smaller logging and saw-milling firms from operating at capacity production. Since many of the affected workers are registered in the Vancouver-New Westminster area, this metropolitan area is now classed as a labour surplus category, accounting for two-thirds of the job applicants for the entire province. Victoria is also classed as a labour surplus area, both because of the delayed rehiring of forestry workers and the prolonged construction strike in that area. Most of the minor areas in interior British Columbia have been free of enforced work stoppages and, with the exception of Chilliwack, were placed in the balanced or labour-shortage categories at the beginning of September.

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## **Prices and the Cost of Living\***

### **Cost-of-Living Index, September 2, 1952**

Registering its second successive monthly decline, the Dominion Bureau of Statistics cost-of-living index moved down 1.1 points (0.6 per cent) between August 1 and September 2, dropping to 186.5 from 187.6. The decrease resulted almost entirely from lower food prices, although clothing and home furnishings costs were down slightly.

The food index moved from 238.0 to 234.2, reflecting reductions in almost all meat cuts, seasonal decreases in fresh vegetables, particularly potatoes, as well as

declines in oranges, lemons and sugar. Butter and eggs were slightly firmer.

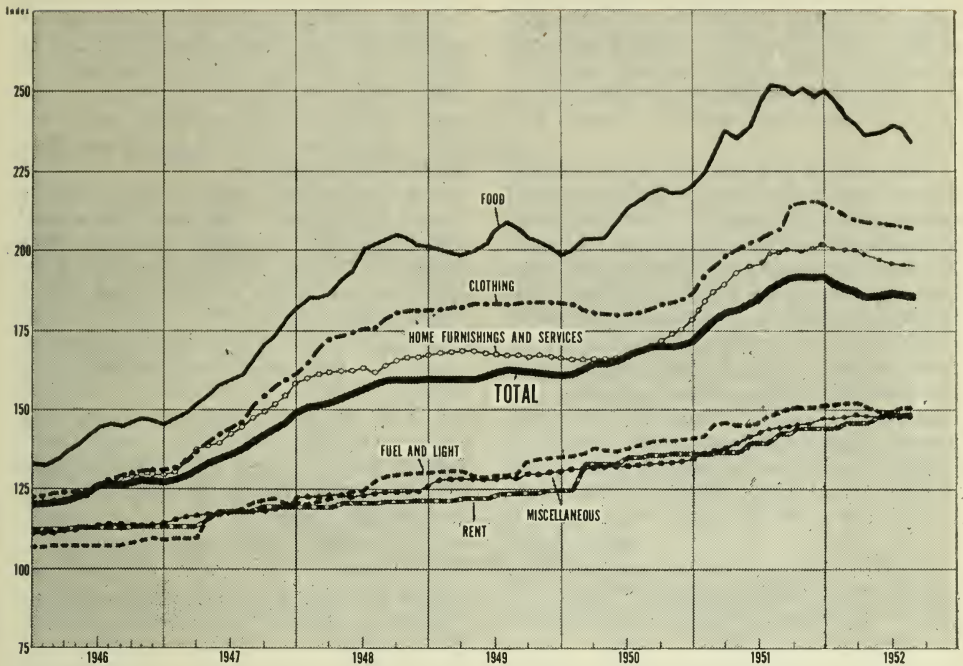
A decrease in the clothing series from 208.6 to 207.7 was mostly the result of lower quotations for men's woollen apparel and woollen piece goods. In the home furnishings and services series, a further decline in woollen rugs and lower quotations for cotton sheets and electrical goods resulted in an index change from 196.0 to 195.8.

Fuel and light advanced from 150.1 to 150.3, reflecting continued seasonal strength in coal prices, while the miscellaneous items

\*See Tables F-1 to F-6 at end of book.



## COST OF LIVING IN CANADA FROM JANUARY, 1946



index remained unchanged at 147·8. The rent index increased from 147·9 to 148·9, reflecting the results of an August survey.

From August, 1939, to September 2, 1952, the percentage increase in the total index was 85·0.

### City Cost-of-Living Indexes, August, 1952

Cost-of-living indexes for six of the nine regional centres registered decreases between July 2 and August 1 while three increased. Lower indexes resulted mainly from substantial decreases in the prices of fresh vegetables, which offset continued increases in the prices of eggs.

The rise in the St. John's, Newfoundland, index was largely the result of combined increases in the prices of eggs and vegetables. Higher indexes in Saskatoon and Edmonton principally reflect higher prices for eggs not counterbalanced by decreases in vegetable prices. Clothing prices declined slightly in all cities except Saskatoon, while the prices of health services and magazines advanced in all nine centres. Seasonal increases in coal prices in Saint John, Winnipeg and Saskatoon resulted in higher fuel and lighting indexes in those cities. No changes were noted in the other cities.

Composite city cost-of-living index point changes between July 2 and August 1 were as follows: Saint John's +1·4 to 105·3; Saskatoon +0·9 to 183·9; Edmonton +0·6 to 179·1; Montreal -1·7 to 191·7; Winnipeg -1·0 to 180·0; Halifax -0·6 to 179·0; Saint John -0·3 to 186·1; Vancouver -0·3 to 189·5; Toronto -0·2 to 184·2.

### Wholesale Prices, August, 1952

Canada's general index of wholesale prices declined 1·6 points (0·7 per cent) in August to 223·9 from 225·5 in July, continuing a downward trend that has been interrupted only once—in June this year—from the peak of 243·7 reached in July last year. There were decreases in August from July in the indexes for all groups of products except iron, which was unchanged.

At the new standing, the general index, based on 1935-39=100, was 17·5 points (7·3 per cent) below the figure of 241·4 for August, 1951, but still 3·8 per cent higher than in August, 1950, when it stood at 215·7.

Largest decrease among the group indexes in August from July was in that for textile products, which fell 1·5 per cent from 252·6 to 248·9 to make a total

decline of 11.9 per cent in 12 months. Next in degree of decline, the index for non-ferrous metals dropped 1.3 per cent from 172.5 to 170.2, for a 12-month decline of 7.2 per cent. The price index of animal products, up in July, eased off 0.9 per cent from 247.1 to 244.9, down 19.8 per cent from 305.4 in August last year.

The index of vegetable products declined 0.8 per cent from 208.1 to 206.4; of wood products, 0.4 per cent from 293.5 to 292.3; of non-metallic minerals, 0.2 per cent from 173.9 to 173.5; and of chemical products, 0.1 per cent from 177.2 to 177.0. The iron products index remained at 218.2, which is 2.9 per cent above the level for August last year. The non-metallic minerals index was also 1.6 per cent higher than a year earlier, all group indexes except these two being lower.

The price index of farm products also declined in August, falling 3.3 per cent from 244.3 to 236.2. This brought it 10.3

per cent below last year's August figure of 263.3. The price index of field products fell off 8.4 per cent in August from 213.3 in July to 195.3, while the index of animal products rose 0.7 per cent from 275.3 to 277.2. At the new levels, the index of field products was 9.5 per cent above last year's August figure of 178.3, while the index of animal products was down 20.4 per cent from 348.3.

Slight advances were recorded during August in the price index of both general and residential building materials, the former moving up to 288.4 from 287.5 for July and the latter to 284.6 from 284.3. These figures compare with identical standings of 290.4 for the two indexes in August last year. Among the components of the composite index of residential building materials, the indexes for cement, sand and gravel, and for roofing materials were higher, and for electrical equipment and fixtures lower, the remaining six being unchanged.

## Strikes and Lockouts

### Canada, August, 1952\*

Fewer workers were involved in work stoppages and strike idleness declined sharply from the high figure of the previous month but the August loss was still substantial. About 60 per cent of the total loss was caused by five stoppages: carpenters, painters and decorators, and labourers in British Columbia coastal areas; shipyard workers at Lauzon and Montreal, Que., and Port Arthur, Ont.; and rubber factory workers at Hamilton, Ont.

Wage increases and related questions were the central issues in 34 of the 43 stoppages in existence during the month, causing 90 per cent of the total idleness. Four stoppages arose over union questions; two over dismissals or suspensions; one over alleged discrimination; one over causes affecting working conditions; and one was an inter-union dispute.

Preliminary figures for August, 1952, show 43 strikes and lockouts in existence, with 15,018 workers involved and a time loss of 205,515 man-working days, compared with 47 strikes and lockouts in July, 1952, involving 55,737 workers, with a loss of

881,318 days. In August, 1951, there were 44 strikes and lockouts, 28,215 workers involved and a loss of 226,622 days.

For the first eight months of 1952, preliminary figures show 162 strikes and lockouts, involving 103,619 workers, with a time loss of 2,409,873 days. In the same period in 1951 there were 191 strikes and lockouts, with 70,431 workers involved and a loss of 574,147 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in August, 1952, was 0.22 per cent of the estimated working time, compared with 0.95 per cent in July, 1952; 0.25 per cent in August, 1951; 0.33 per cent for the first eight months of 1952; and 0.08 per cent for the first eight months of 1951.

Of the 43 strikes and lockouts in existence in August, 1952, two were settled in favour of the workers, three in favour of the employers, 10 were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 25 stoppages were recorded as unterminated.

\*See Tables G-1 and G-2 at end of book.



(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man.,

which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; handbag factory workers at Montreal, Que., on August 31, 1951; furniture factory workers at Nicolet, Que., on September 27, 1951; and truck drivers and warehousemen at Ottawa, Ont., on January 21, 1952.)

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* and in this article are taken, as far as possible, from the government publications of the countries concerned, or from the *International Labour Office Year Book of Labour Statistics*.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June, 1952, was 157 and 21 were still in progress from the previous month, making a total of 178 during the month. In all stoppages of work in progress, 65,800 workers were involved and a time loss of 233,000 working days caused.

Of the 157 disputes leading to stoppages of work which began in June, 14, directly involving 9,500 workers, arose over demands for advances in wages, and 52, directly

involving 5,400 workers, over other wage questions; six, directly involving 800 workers, over questions as to working hours; 20, directly involving 17,900 workers, over questions respecting the employment of particular classes or persons; 57, directly involving 2,400 workers, over other questions respecting working arrangements; five, directly involving 1,700 workers, over questions of trade union principle; and three, directly involving 2,100 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for July, 1952, show 425 work stoppages resulting from labour-management disputes beginning in the month in which 125,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 12,500,000 man-days. Corresponding figures for June, 1952, are 425 work stoppages involving 170,000 workers and a time loss of 14,000,000 days.

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, on inter-library loan, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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An article in a recent issue of the University of Toronto Law Journal, "The Right to Picket in British Columbia," by A. W. R. Carrothers of the Faculty of Law of the University of British Columbia, is a study of the issues raised in the Aristocratic Restaurants case (L.G., 1951, p. 1553). The author attempts to apply the accepted rules of statutory interpretation to the three statutes having a

bearing on this case, Section 501 of the Criminal Code and two British Columbia Statutes, the Trade-unions Act and the Industrial Conciliation and Arbitration Act, as they relate to the action of the union in picketing the restaurant. Students of labour law interested in recent picketing cases would find this discussion useful. A reprint of the article is available.

# Labour Statistics

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	1391
<b>A—Labour Force</b>	
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-1—Distribution of Immigrants as Adult Males, Adult Females and Children.....	1392
Table A-2—Distribution of All Immigrants by Region.....	1392
Table A-3—Distribution of Immigrants by Occupation.....	1393
<i>D.B.S. Labour Force Survey</i>	
Table A-4—Estimated Distribution of Canadian Manpower.....	1393
Table A-5—Regional Distribution of Persons with Jobs.....	1393
Table A-6—Percentage Distribution of Persons With Jobs By Hours Worked Per Week.....	1394
Table A-7—Regional Distribution of Persons Without Jobs and Seeking Work.....	1394
<b>B—Labour Income</b>	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1394
<b>C—Employment, Hours and Earnings</b>	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1395
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1395
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1396
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1397
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1397
Table C-6—Hours and Earnings by Industry.....	1398
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1399
<b>D—Employment Service Statistics</b>	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1399
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1400
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1401
Table D-4—Vacancies, Referrals and Placements (Weekly Average).....	1401
Table D-5—Activities of National Employment Service Offices.....	1402
Table D-6—Applications and Placements Since 1942.....	1404
<b>E—Unemployment Insurance</b>	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1405
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1405
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1406
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1406
Table E-5—Estimates of the Insured Population.....	1406
Table E-6—Unemployment Insurance Fund.....	1407
<b>F—Prices</b>	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	1408
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1409
Table F-3—Index Numbers of Staple Food Items.....	1409
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1410
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1414
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1415
<b>G—Strikes and Lockouts</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1416
Table G-2—Strikes and Lockouts in Canada During August.....	1417
<b>H—Industrial Accidents</b>	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	1422
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	1422

TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	August	July	July	July	July	July
<b>Total Population*</b> .....000		14,430	14,009	13,845	11,975	11,267
<b>Labour Force—</b>						
Civilian labour force (1).....000		5,329	5,255	(A)4,882	†	†
Persons with jobs.....000		5,222	5,172	4,743	†	†
Male.....000		4,053	4,020	3,710	†	†
Female.....000		1,169	1,152	1,033	†	†
Paid workers.....000		3,887	3,752	3,353	†	†
Without jobs and seeking work.....000		107	83	139	†	†
Index of employment (1939 = 100).....		184.5	183.6	170.8	†	†
Immigration.....No.	11,285	16,687	19,636	6,724	916	1,979
Adult males.....No.	4,313	6,124	9,759	3,053	183	518
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			827	706	†	†
Per capita weekly earnings.....\$		53.90	50.17	45.04	†	†
Average hourly earnings, mfg.....c		128.9	118.4	103.9	†	†
Average hours worked per week, mfg.....c		41.4	41.7	42.5	†	†
Real weekly earnings, mfg. (2).....		117.5	108.7	109.1	†	†
<b>National Employment Service—</b>						
Live Applications for employment						
(1st of month) (3).....000	175.7	196.3	139.8	204.6	66.8	†
Unfilled vacancies (1st of month) (3).....000	40.6	40.2	62.0	39.9	207.0	†
Placements, weekly average.....000		21.6	19.3	17.4	†	†
<b>Unemployment Insurance—</b>						
Ordinary live claims (1st of month).....000	112.6	122.7	86.5	109.4	4.7	†
Balance in fund.....\$000,000		809.4	708.7	593.3	216.2	†
<b>Price Indexes—</b>						
General wholesale (4).....	223.9	225.5	243.7	212.0	†	†
Cost-of-living index (4).....	187.6	188.0	187.6	167.5	119.0	100.8
Residential building materials (4).....		284.3	289.8	245.2	†	†
<b>Production—</b>						
Industrial production index (4).....			208.0	198.5	197.3	107.3
Mineral production index (4).....			165.9	146.1	102.0	126.3
Manufacturing index (4).....			213.5	206.9	218.6	103.8
Pig iron.....000 tons		229.6	210.3	194.0	166.0	59.6
Steel ingots and castings.....000 tons		293.4	274.6	264.2	234.4	111.1
Inspected slaughtering, cattle.....000	98.9	107.5	97.4	105.1	95.2	64.5
hogs.....000	391.8	412.9	285.4	260.9	529.6	217.0
Flour production.....000,000 bbls		1.94	1.41	1.28	1.74	1.11
Newsprint (5).....000 tons		485.5	452.5	439.3	244.4	227.6
Cement producers' shipments.....000,000 bbls			1.59	1.68	(*)0.98	(*)0.74
Automobiles and trucks.....000		34.3	30.3	40.1	12.1	9.1
Gold.....000 fine oz			344.4	367.8	236.4	439.9
Copper.....000 tons		19.7	22.5	21.3	22.5	25.2
Lead.....000 tons			11.0	16.7	12.3	15.9
Nickel.....000 tons		10.4	11.9	9.4	11.7	9.8
Zinc.....000 tons			28.8	26.0	21.3	26.5
Coal.....000 tons	951	1,170	1,084	1,138	1,171	1,094
Crude petroleum.....000,000 bbls			4.94	2.61	0.81	0.90
Electric power.....000,000 k.w.h.		4,841	4,630	4,201	3,149	2,206
Construction						
Contracts awarded.....\$000,000		139.4	326.8	151.0	32.2	22.1
Dwelling units started.....000			6.1	10.2	†	†
completed.....000			4.9	6.9	†	†
under construction.....000			59.8	67.1	†	†
<b>Distribution—</b>						
Wholesale sales index, unadjusted (4).....		376.0	338.7	†	†	†
Retail trade.....\$000,000		965.4	865.8	825.1	†	†
Imports, excluding gold.....\$000,000		343.2	370.6	259.5	148.5	58.0
Exports, excluding gold.....\$000,000	345.1	371.0	374.5	253.7	278.7	75.8
<b>Railways—</b>						
Revenue freight, ton miles.....000,000			5,337	4,640	5,640	2,446
cars loaded.....000			350.2	331.8	298.0	196.4
<b>Banking and Finance—</b>						
Common stocks, index (4).....		175.1	162.0	124.3	87.5	88.7
Preferred stocks, index (4).....		159.8	163.1	154.6	124.7	100.1
Bond yields, Dominion, index (4).....	119.1	117.3	104.7	91.0	97.0	96.0
Cheques cashed, individual accounts.....\$000,000		10,945	9,032	8,102	4,733	2,377
Bank loans, current public.....\$000,000		2,928	2,890	2,287	1,024	814
Money supply.....\$000,000		4,872	4,750	4,549	(*)3,153	(*)1,370
Circulating media in hands of public.....\$000,000		1,307	1,225	1,169	913	(*)281
Deposits.....\$000,000		5,565	3,525	3,380	(*)2,163	(*)1,089

Note.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

\* Population figures given are as at June 1, 1952, 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(A) Excluding Manitoba which was not covered due to flood conditions.

(1) Labour Force Survey figures given are as at May 31, 1952, June 2, 1951, and June 3, 1950. Estimates are based on the 1951 census. Detailed figures will be found in tables A4—A7 of this issue.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946 = 100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39 = 100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.



## A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676
1952—				
January.....	6,453	3,958	2,720	13,131
February.....	4,666	3,306	2,997	10,969
March.....	8,751	5,307	4,585	18,643
April.....	9,097	5,554	4,846	19,497
May.....	8,819	5,639	5,390	19,848
June.....	6,398	5,028	4,543	15,969
July.....	6,124	5,522	5,041	16,687

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,433	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676
1952—						
January.....	353	3,660	6,701	1,334	1,083	13,131
February.....	259	2,120	6,110	1,523	957	10,969
March.....	406	4,209	10,338	2,257	1,433	18,643
April.....	526	4,140	10,584	2,540	1,707	19,497
May.....	521	4,044	10,537	3,019	1,727	19,848
June.....	564	2,990	8,202	2,670	1,543	15,969
July.....	527	3,029	8,746	2,689	1,696	16,687

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951—									
July.....	2,556	3,279	3,412	523	334	287	499	528	11,418
August.....	2,333	3,039	3,050	436	465	245	379	487	10,434
September.....	1,461	2,395	2,605	417	415	222	381	431	8,327
October.....	2,317	3,977	4,728	569	444	274	805	545	13,659
November.....	2,019	3,878	5,209	632	424	311	748	515	13,736
December.....	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January.....	1,164	2,572	2,135	473	501	245	732	112	7,934
February.....	1,239	1,540	1,552	390	385	192	383	96	5,777
March.....	2,240	2,928	3,120	657	527	309	606	165	10,552
April.....	2,318	2,904	3,313	768	612	352	634	228	11,129
May.....	2,611	2,635	2,789	795	660	409	577	192	10,668
June.....	1,979	1,602	2,086	707	630	347	566	126	8,043
July.....	2,131	1,476	1,871	763	656	324	751	161	8,133

**TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	May 31, 1952			March 1, 1952		June 2, 1951	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population.....	4,970	4,940	9,910	4,965	9,887	4,888	9,714
A. Labour Force.....	4,143	1,186	5,329	4,053	5,179	4,086	5,255
1. Persons with jobs.....	4,053	1,169	5,222	3,872	4,967	4,020	5,172
(1) Agricultural.....	839	85	924	786	825	898	997
Paid Workers.....	99	*	105	83	87	103	112
Employers.....	74	*	76	61	62	48	49
Own Account Workers.....	485	10	495	477	482	553	563
Unpaid Workers.....	181	67	248	165	914	194	273
(2) Non-Agricultural.....	3,214	1,084	4,298	3,086	4,142	3,122	4,175
Paid Workers.....	2,786	996	3,782	2,666	3,638	2,674	3,640
Employers.....	213	17	230	205	220	133	140
Own Account Workers.....	200	35	235	194	230	299	343
Unpaid Workers.....	15	36	51	21	54	16	52
2. Persons without jobs and seeking work	90	17	107	181	212	66	83
B. Not in the Labour Force.....	827	3,754	4,581	912	4,708	802	4,459
1. Permanently unable or too old to work.....	145	85	230	154	248	147	236
2. Keeping house.....	*	3,218	3,219	*	3,233	*	3,125
3. Going to school.....	380	323	703	360	697	321	643
4. Retired or voluntarily idle.....	296	119	415	388	514	324	441
5. Other.....	*	*	14	10	16	*	14

\* Less than 10,000.

**TABLE A-5.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	May 31, 1952		March 1, 1952	
	Number	Per cent	Number	Per Cent
Newfoundland.....	104	2.0	92	1.9
Maritime Provinces.....	405	7.8	375	7.5
Quebec.....	1,463	28.0	1,412	28.4
Ontario.....	1,866	35.7	1,779	35.8
Prairie Provinces.....	959	18.4	899	18.1
British Columbia.....	425	8.1	410	8.3
CANADA.....	5,222	100.0	4,967	100.0

TABLE A-6.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

Source: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	May 31 1952	Mar. 1 1952	May 31 1952	Mar. 1 1952
0.....	1.0	2.4	2.8	3.8
1-14.....	5.3	3.4	1.4	1.6
15-24.....	3.5	6.2	2.5	3.0
25-34.....	3.5	7.0	3.7	3.8
35-44.....	5.6	15.8	53.7	53.1
45-54.....	18.2	29.3	26.4	26.7
55 hours and over.....	62.9	35.9	9.5	8.0
Total.....	100.0	100.0	100.0	100.0

TABLE A-7.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

Source: D.B.S. Labour Force Survey

Region	May 31, 1952		March 1, 1952	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	*	5.6	11	5.2
Maritime Provinces.....	10	9.3	23	10.9
Quebec.....	41	38.4	75	35.4
Ontario.....	30	28.1	55	25.9
Prairie Provinces.....	10	9.3	24	11.3
British Columbia.....	10	9.3	24	11.3
CANADA.....	107	100.0	212	100.0

\* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—June.....	49	212	49	170	149	21	650
1950—June.....	54	228	56	179	159	22	698
*1951—January.....	59	252	47	187	160	25	730
February.....	59	254	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	71	219	179	29	857
December.....	73	268	55	225	188	28	837
*1952—January.....	71	281	59	212	181	29	833
February.....	74	287	59	212	186	28	846
March.....	70	292	61	214	187	28	852
April.....	60	294	66	218	187	29	854
May.....	65	295	72	222	193	29	876
June.....	65	294	76	227	198	29	889

\* Includes Newfoundland.



## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,402,574.

Year and Month		CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....		158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....		165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....		165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....		168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....		180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1951.....		175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Apr. 1, 1951.....		173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....		175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....		180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....		183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....		184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951.....		185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951.....		186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951.....		186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951.....		186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952.....		181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....		177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....		178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....		177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952.....		177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952.....		182.5	191.7	151.5	174.6	170.9	191.6	176.9	158.5	214.1	195.1
July 1, 1952.....		184.5	196.5	160.2	178.5	176.6	195.7	178.6	161.2	220.4	167.8
Percentage Distribution of Employees of Reporting Establishments at July 1, 1952.		100.0	0.2	3.8	2.6	29.8	43.2	5.2	2.4	4.9	7.9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

### TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100.)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Wages and Salaries		Employment	Aggregate Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951.....	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951.....	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951.....	186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.89
Dec. 1, 1951.....	186.6	416.7	223.6	52.41	189.1	451.8	238.9	54.44
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.5	467.2	248.1	56.55
May 1, 1952.....	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952.....	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952.....	184.5	423.5	229.9	53.90	190.6	469.0	246.0	56.06

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	July 1 1952	June 1 1952	July 1 1951	July 1 1952	June 1 1952	July 1 1951	July 1 1952	June 1 1952	July 1 1951
(a) PROVINCES							\$	\$	\$
Prince Edward Island.....	196.5	191.7	186.9	398.0	404.9	353.5	40.32	42.07	37.63
Nova Scotia.....	160.2	151.5	149.6	341.5	326.0	303.7	45.66	46.10	43.52
New Brunswick.....	178.5	174.6	174.9	401.6	383.4	377.1	45.78	44.67	43.60
Quebec.....	176.6	170.9	171.0	426.5	413.0	381.8	51.40	51.45	47.52
Ontario.....	195.7	191.6	194.7	450.1	438.5	416.4	56.36	56.10	52.38
Manitoba.....	178.6	176.6	177.6	361.9	357.6	339.2	52.11	52.07	49.15
Saskatchewan.....	161.2	158.5	154.6	339.3	334.4	298.0	51.03	51.15	46.71
Alberta.....	220.4	214.1	208.9	473.6	464.9	418.3	54.66	55.23	50.93
British Columbia.....	167.8	195.1	197.4	377.4	452.3	408.2	58.45	60.26	53.76
<b>CANADA.....</b>	<b>184.5</b>	<b>182.5</b>	<b>183.6</b>	<b>423.5</b>	<b>420.2</b>	<b>392.5</b>	<b>53.90</b>	<b>54.08</b>	<b>50.17</b>
(b) METROPOLITAN AREAS									
Sydney.....	113.4	112.3	108.6	300.5	293.0	262.2	59.27	58.32	53.95
Halifax.....	204.3	201.8	202.5	381.0	376.1	346.0	43.68	43.66	40.02
Saint John.....	167.8	170.9	158.7	338.6	336.6	294.4	43.23	42.21	39.78
Quebec.....	160.6	156.5	155.4	382.8	367.6	339.5	44.40	43.78	40.70
Sherbrooke.....	170.3	170.6	174.4	390.4	446.3	371.8	44.52	45.11	41.38
Three Rivers.....	180.7	178.4	194.3	461.6	449.9	470.7	51.11	50.12	48.99
Drummondville.....	174.9	178.3	214.2	424.0	440.2	525.4	46.42	47.27	46.88
Montreal.....	182.5	180.3	176.3	415.4	413.3	367.6	52.03	52.38	47.65
Ottawa—Hull.....	190.6	188.8	192.8	404.6	398.4	382.5	49.17	48.90	45.93
Peterborough.....	198.6	197.9	207.4	545.2	541.1	531.4	58.00	57.77	53.92
Oshawa.....	267.3	254.4	270.3	756.0	699.7	687.8	66.88	65.05	60.20
Niagara Falls.....	292.4	274.6	249.8	771.3	708.4	575.9	63.58	62.18	55.55
St. Catharines.....	246.6	242.3	242.9	650.6	638.3	607.3	64.74	64.52	61.31
Toronto.....	199.9	197.3	197.9	450.9	446.3	412.3	56.98	57.01	52.27
Hamilton.....	203.4	204.2	211.8	498.4	502.0	483.1	59.34	59.51	55.26
Brantford.....	213.0	210.1	206.0	574.2	587.0	513.2	55.98	58.01	51.77
Galt.....	154.5	152.4	157.7	385.0	381.0	363.8	51.14	51.80	47.23
Kitchener.....	174.1	170.9	184.9	429.6	418.0	417.5	52.42	51.95	47.96
Sudbury.....	182.8	177.4	172.5	407.6	394.4	358.6	66.97	66.78	62.57
London.....	196.7	192.6	198.9	441.4	426.4	414.9	53.13	52.41	49.41
Sarnia.....	337.0	321.3	313.6	783.4	766.6	647.6	64.42	66.14	66.48
Windsor.....	244.7	218.1	235.7	542.5	431.1	477.5	61.82	55.11	56.51
Sault Ste. Marie.....	248.0	246.0	223.6	588.0	596.4	459.9	63.02	64.44	54.72
Ft. William—Pt. Arthur.....	244.8	239.9	219.2	545.9	546.2	457.7	56.70	57.87	53.09
Winnipeg.....	175.4	173.8	175.3	355.2	351.2	332.5	49.41	49.32	46.29
Regina.....	171.7	168.2	168.4	366.6	355.5	326.6	48.34	47.87	43.81
Saskatoon.....	198.9	196.6	194.3	422.0	417.0	374.7	47.09	47.08	42.79
Edmonton.....	272.5	268.3	265.8	603.0	593.7	544.7	52.02	52.03	48.18
Calgary.....	229.3	224.6	215.5	475.7	464.8	406.0	53.40	53.27	48.62
Vancouver.....	189.8	203.5	208.4	423.5	459.5	423.4	55.94	56.63	50.90
Victoria.....	204.4	224.8	230.1	455.9	520.6	478.2	53.47	55.50	49.86
(c) INDUSTRIES									
Forestry (chiefly logging).....	148.5	156.6	197.6	450.0	481.5	589.7	52.47	53.24	51.66
Mining.....	125.5	124.6	119.0	285.8	282.3	250.2	65.71	65.40	60.32
Manufacturing.....	190.6	190.9	193.9	469.0	470.1	440.0	56.06	56.10	51.70
Durable Goods <sup>1</sup> .....	242.4	246.6	242.9	599.9	607.2	552.0	60.12	59.87	55.24
Non-durable goods.....	157.2	155.0	162.1	375.0	371.2	358.8	52.01	52.24	48.25
Construction.....	203.6	192.3	190.4	583.4	562.3	495.7	53.85	54.96	48.81
Transportation, storage, communi- cation.....	190.2	186.9	183.2	375.7	368.7	346.2	56.51	56.43	54.12
Public utility operation.....	200.5	194.7	193.8	415.2	409.3	369.3	61.00	61.92	56.22
Trade.....	177.2	174.2	173.3	377.6	370.3	345.5	46.54	46.43	43.53
Finance, insurance and real estate.....	180.0	179.0	172.0	306.7	305.4	273.6	49.56	49.62	46.23
Service <sup>2</sup> .....	196.3	188.5	188.8	396.7	384.3	363.7	33.76	34.06	31.60
Industrial composite.....	184.5	182.5	183.6	423.5	420.2	392.5	53.90	54.08	50.17

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
July 1, 1915.....	44.3	45.0	43.3	70.1	77.0	61.2
July 1, 1916.....	42.4	42.8	42.1	70.0	75.7	64.1
July 1, 1917.....	42.0	42.5	41.6	80.8	86.8	74.7
July 1, 1918.....	42.0	42.3	41.6	92.3	99.2	85.2
July 1, 1919.....	41.8	42.4	41.2	99.1	106.7	91.3
July 1, 1920.....	42.5	42.9	42.2	103.9	111.8	95.7
*Jan. 1, 1921.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1921.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1921.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1921.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1921.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1921.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1921.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1921.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1921.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1921.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1921.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1921.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1922.....	38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1922.....	41.6	41.9	41.2	127.1	137.5	115.7
Mar. 1, 1922.....	41.7	41.8	41.5	127.8	138.4	116.0
Apr. 1, 1922.....	42.1	42.3	41.8	129.0	139.6	116.9
May 1, 1922.....	41.9	42.1	41.6	129.4	139.5	117.8
June 1, 1922.....	41.3	41.4	41.3	129.7	139.6	118.4
July 1, 1922.....	41.4	41.6	41.2	128.9	138.7	118.1

\*These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1921.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1952	June 1, 1952	July 1, 1951	July 1, 1952	June 1, 1952	July 1, 1951
Newfoundland.....	44.5	44.7	44.8	124.5	125.2	119.1
Nova Scotia.....	42.1	41.4	43.9	114.9	115.0	100.4
New Brunswick.....	43.9	42.6	44.1	109.9	111.6	104.4
Quebec.....	42.3	42.8	42.6	116.5	116.0	106.4
Ontario.....	40.9	40.6	41.5	137.1	137.5	124.9
Manitoba.....	41.2	41.0	40.9	123.2	122.8	116.4
Saskatchewan.....	42.0	42.0	41.0	128.3	128.7	116.9
Alberta.....	40.5	40.7	40.7	130.8	130.9	119.3
British Columbia.....	38.7	39.0	38.3	153.8	158.3	140.4
Montreal.....	41.1	41.9	40.8	121.8	121.1	111.2
Toronto.....	40.5	40.8	40.6	136.1	136.3	123.5
Hamilton.....	39.9	40.1	40.9	150.2	151.2	136.3
Windsor.....	38.2	31.7	38.3	155.8	161.6	142.1
Winnipeg.....	40.9	40.7	40.5	121.5	121.0	115.3
Vancouver.....	38.5	38.7	38.3	153.0	156.7	138.0



TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1952	June 1 1952	July 1 1951	July 1 1952	June 1 1952	July 1 1951	July 1 1952	June 1 1952	July 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b> .....	42-8	42-3	43-3	147-4	147-4	133-3	63.09	62.35	57.72
Metal mining.....	44-1	43-7	43-9	148-1	147-8	134-3	65.31	64.59	58.96
Gold.....	45-8	45-7	45-7	130-8	130-8	122-9	59.91	59.78	56.17
Other metal.....	43-0	42-3	42-6	160-5	160-1	143-5	69.02	67.72	61.13
Fuels.....	40-4	39-9	41-1	152-9	153-5	140-6	61.77	61.25	57.79
Coal.....	39-8	38-8	40-5	150-6	150-6	139-0	59.94	58.43	56.30
Oil and natural gas.....	42-8	44-1	43-9	161-0	162-9	146-5	68.91	71.84	64.31
Non-metal.....	42-2	42-0	45-1	133-7	134-0	115-8	56.42	56.28	52.23
<b>Manufacturing</b> .....	41-4	41-3	41-7	128-9	129-7	118-4	53.36	53.57	49.37
Food and beverages.....	42-6	42-5	42-5	110-0	110-6	100-1	46.86	47.01	42.54
Meat products.....	41-8	41-9	41-8	136-4	136-6	127-8	57.02	57.24	53.42
Canned and preserved fruits and vegetables.....	39-0	37-7	38-6	93-1	92-4	84-9	36.31	34.83	32.77
Grain mill products.....	45-5	45-8	46-7	121-5	119-7	112-1	55.28	54.82	52.35
Bread and other bakery products.....	44-8	44-8	44-5	97-1	97-1	89-2	43.86	43.50	39.69
Distilled and malt liquors.....	42-8	41-7	42-7	139-3	138-7	119-5	59.62	57.84	51.03
Tobacco and tobacco products.....	41-1	41-8	41-2	128-6	128-7	114-6	52.85	53.80	47.22
Rubber products.....	40-9	40-5	40-8	132-0	135-5	122-7	53.99	54.88	50.06
Leather products.....	39-3	39-5	37-1	92-6	92-1	86-4	36.39	36.38	32.05
Boots and shoes (except rubber).....	38-5	39-1	36-0	89-2	89-1	83-3	34.34	34.84	29.99
Textile products (except clothing).....	40-8	40-7	41-1	104-3	104-5	97-3	42.55	42.53	39.99
Cotton yarn and broad woven goods.....	37-9	36-8	39-9	103-7	103-8	99-9	39.30	38.20	39.86
Woolen goods.....	42-3	42-9	41-8	99-4	99-7	91-6	42.02	42.77	38.29
Rayon, nylon and silk textiles.....	42-9	43-3	42-6	107-7	109-0	98-9	46.20	47.20	42.13
Clothing (textile and fur).....	36-7	38-0	35-8	91-4	91-1	86-7	33.54	34.62	31.04
Men's clothing.....	37-0	38-4	35-3	89-8	89-3	85-7	33.23	34.29	30.25
Women's clothing.....	33-8	35-7	31-8	94-8	94-0	88-2	32.04	33.56	28.05
Knit goods.....	37-7	38-6	38-9	93-0	93-8	86-3	35.06	36.21	33.57
*Wood products.....	44-0	41-7	42-1	100-0	117-1	105-9	44.00	48.83	44.58
Saw and planing mills.....	44-8	41-1	41-8	98-5	125-8	112-6	44.13	51.70	47.07
Furniture.....	42-7	42-7	42-2	104-0	104-6	97-2	44.79	44.66	40.82
Other wood products.....	43-6	43-2	43-9	96-7	98-5	88-7	42.16	42.55	38.94
Paper products.....	45-0	44-4	47-2	141-5	141-9	133-6	63.68	63.00	63.06
Pulp and paper mills.....	46-1	45-3	48-8	149-3	150-0	142-9	68.83	67.95	69.74
Other paper products.....	41-5	41-5	42-6	113-8	114-1	102-2	47.23	47.35	43.54
Printing, publishing and allied industries.....	39-6	39-8	40-3	149-6	148-9	133-1	59.24	59.26	53.64
*Iron and steel products.....	41-4	42-2	42-5	144-8	145-2	131-1	59.95	61.27	55.72
Agricultural implements.....	38-7	41-2	41-8	159-5	161-6	149-5	61.73	66.58	62.49
Fabricated and structural steel.....	42-4	42-3	41-3	152-1	150-8	133-5	64.49	63.79	55.14
Hardware and tools.....	42-2	42-4	42-5	131-1	130-8	119-3	55.32	55.46	50.70
Heating and cooking appliances.....	41-3	42-1	41-8	128-5	126-7	119-0	53.07	53.34	49.74
Iron castings.....	40-9	42-4	43-9	142-1	141-8	131-1	58.12	60.12	57.55
Machinery mfg.....	42-9	43-2	43-3	136-5	136-4	125-4	58.56	58.92	54.30
Primary iron and steel.....	41-3	41-9	41-8	157-1	157-9	138-6	64.88	66.16	57.93
Sheet metal products.....	41-3	40-8	41-8	135-0	134-8	122-0	55.76	55.00	51.00
*Transportation equipment.....	40-7	39-8	40-9	146-7	145-6	136-6	59.71	57.95	55.87
Aircraft and parts.....	40-9	43-7	42-3	146-2	145-7	128-9	59.80	63.67	54.52
Motor vehicles.....	38-9	32-2	39-1	162-7	164-9	147-0	63.29	53.10	57.48
Motor vehicle parts and accessories.....	40-6	41-0	41-5	151-4	152-1	136-9	61.47	62.36	56.81
Railroad and rolling stock equipment.....	40-2	39-8	40-5	142-2	140-9	138-9	57.16	58.08	56.25
Shipbuilding and repairing.....	43-6	43-1	43-4	135-4	135-7	122-5	59.03	58.49	53.17
*Non-ferrous metal products.....	41-5	41-3	42-6	146-7	145-0	127-6	60.88	59.89	54.36
Aluminum products.....	42-7	43-3	42-5	132-1	130-4	119-7	56.41	56.46	50.87
Brass and copper products.....	42-6	42-5	42-3	136-4	135-8	121-5	58.11	57.72	51.39
Smelting and refining.....	41-0	40-7	43-3	159-8	158-2	138-3	65.52	64.39	59.88
*Electrical apparatus and supplies.....	41-1	41-1	40-8	140-4	140-6	130-0	57.70	57.79	53.04
Heavy electrical machinery and equipment <sup>1</sup> .....	41-1	41-1	41-6	163-5	156-2	147-0	67.20	64.20	61.15
*Non-metallic mineral products.....	44-0	44-8	44-7	128-3	127-8	117-1	56.45	57.25	52.34
Clay products.....	45-0	45-6	44-7	121-1	121-2	110-5	54.50	55.27	49.39
Glass and glass products.....	45-1	45-7	45-2	123-4	123-7	113-8	55.65	56.53	51.44
Products of petroleum and coal.....	40-8	41-8	40-6	173-5	175-4	149-6	70.79	73.32	60.74
Chemical products.....	41-9	42-3	42-6	130-9	131-9	118-9	55.85	55.79	50.65
Medicinal and pharmaceutical preparations.....	41-5	41-2	41-6	106-7	106-1	96-2	44.28	43.71	40.02
Acids, alkalis and salts.....	41-1	42-3	44-1	150-7	152-1	134-1	61.94	64.34	59.14
Miscellaneous manufacturing industries.....	40-5	41-3	41-9	104-8	104-7	97-8	42.44	43.24	40.98
*Durable goods.....	41-6	41-4	42-0	138-7	139-6	127-0	57.70	57.79	53.34
Non-durable goods.....	41-2	41-3	41-4	118-1	118-4	109-1	48.66	48.90	45.17
Construction.....	41-5	41-8	40-7	128-2	130-2	117-5	53.20	54.42	47.82
Buildings and structures.....	40-7	41-2	40-0	141-6	142-0	127-7	57.63	58.50	51.08
Highways, bridges and streets.....	42-2	42-2	41-8	101-5	103-9	95-5	42.83	43.85	39.92
Electric and motor transportation.....	46-0	44-7	45-4	129-9	129-3	117-9	59.75	57.80	53.53
Service.....	42-6	42-9	42-8	73-5	73-7	68-9	31.31	31.62	29.49
Hotels and restaurants.....	43-7	43-9	43-7	72-2	72-7	68-2	31.55	31.92	29.80
Laundries and dry cleaning plants.....	41-0	41-5	41-4	72-0	71-9	67-4	29.52	29.84	27.90

<sup>1</sup>Durable manufactured goods industries.

**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946 = 100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Monthly Average 1951.....	42.1	116.8	49.15	164.5	149.3	110.2
Week Preceding:						
July 1, 1951.....	41.7	118.4	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7*	127.1	53.01*	177.5	154.9	114.6
February 1, 1952.....	41.6	127.1	52.87	177.0	154.4	114.6
March 1, 1952.....	41.7	127.8	53.29	178.4	153.0	116.6
April 1, 1952.....	42.1	129.0	54.31	181.8	152.7	119.1
May 1, 1952.....	41.7*	129.4	53.96*	180.6	151.1	119.5
June 1, 1952.....	41.3	129.7	53.57	179.3	151.5	118.3
July 1, 1952 <sup>(1)</sup> .....	41.4	128.9	53.36	178.6	152.0	117.5

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946 = 100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38.1 hours, \$48.43, May 1, 1952, 41.9 hours, \$51.22.

(1) Latest figures subject to revision.

**D—Employment Service Statistics**

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form UIC 757)

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date nearest:						
Sept. 1, 1946.....	70,870	46,358	117,228	113,959	30,886	144,845
Sept. 1, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
Sept. 1, 1948.....	42,785	25,876	68,661	57,497	29,269	86,766
Sept. 1, 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
Sept. 1, 1950.....	29,631	16,558	46,189	97,634	53,969	151,603
Sept. 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
Oct. 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
Nov. 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
Dec. 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
Jan. 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
Feb. 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
Aug. 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
Sept. 1, 1952 (1).....	26,178	20,870	47,048	105,866	51,363	157,229

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1952**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change From	
				July 3, 1952	August 2, 1951
<b>Agriculture, fishing, trapping</b> .....	<b>1,301</b>	<b>278</b>	<b>1,579</b>	— 543	— 500
<b>Logging</b> .....	<b>2,929</b>	<b>26</b>	<b>2,955</b>	+ 875	—11,065
Pulpwood.....	2,684	24	2,708	+ 850	—10,441
Lumber.....	219	2	221	+ 20	— 569
Other logging.....	26	.....	26	+ 5	— 55
<b>Mining</b> .....	<b>1,019</b>	<b>42</b>	<b>1,061</b>	+ 83	— 1,505
Coal.....	234	1	235	+ 69	— 336
Metallic ores—					
Iron.....	158	5	163	+ 31	— 224
Gold.....	138	4	142	— 123	— 391
Nickel.....	199	4	203	+ 63	— 569
Other metallic ores and non-metallic minerals.....	221	2	223	+ 13	+ 5
Prospecting and oil producing.....	69	26	95	+ 30	+ 10
<b>Manufacturing</b> .....	<b>5,174</b>	<b>4,784</b>	<b>9,958</b>	+ 1,468	— 1,091
Food and kindred products (inc. tobacco).....	556	341	897	— 381	— 216
Textiles, apparel, etc.....	359	3,076	3,435	+ 1,193	+ 1,428
Lumber and finished lumber products.....	806	63	869	+ 159	— 333
Pulp and paper products (inc. printing).....	219	186	405	— 28	— 553
Chemicals and allied products.....	156	135	291	+ 78	+ 16
Petroleum and coal products.....	31	11	42	+ 12	+ 6
Rubber products.....	32	31	63	— 14	+ 5
Leather and leather products.....	161	400	561	+ 274	+ 248
Stone, clay and glass products.....	155	49	204	+ 33	+ 14
Iron and steel and products.....	617	71	688	— 36	— 474
Non-ferrous metals and products.....	318	61	379	+ 121	— 22
Machinery.....	535	54	589	— 29	— 335
Electrical equipment and products.....	225	112	337	+ 40	— 4
Transportation equipment and other manufacturing.....	1,204	194	1,398	+ 46	— 871
<b>Construction</b> .....	<b>5,387</b>	<b>112</b>	<b>5,499</b>	+ 314	+ 442
<b>Transportation and storage</b> .....	<b>1,020</b>	<b>107</b>	<b>1,127</b>	— 162	— 756
<b>Communications, and other public utilities</b> .....	<b>156</b>	<b>182</b>	<b>338</b>	— 7	— 264
<b>Trade</b> .....	<b>2,232</b>	<b>2,210</b>	<b>4,442</b>	— 11	+ 511
Wholesale.....	770	534	1,304	+ 6	+ 99
Retail.....	1,462	1,676	3,138	— 17	+ 412
<b>Finance, insurance, real estate</b> .....	<b>695</b>	<b>600</b>	<b>1,295</b>	— 32	— 256
<b>Service</b> .....	<b>3,501</b>	<b>8,870</b>	<b>12,371</b>	— 1,817	+ 555
Public.....	887	357	1,244	— 242	— 268
Domestic.....	75	2,913	2,988	— 762	+ 579
Personal.....	1,631	5,107	6,738	— 893	+ 366
Other service.....	908	493	1,401	+ 80	— 122
<b>All Industries</b> .....	<b>23,414</b>	<b>17,211</b>	<b>40,625</b>	+ 168	— 13,929

Preliminary—subject to revision.



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT JULY 31, 1952. <sup>(1)</sup>**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,472	1,335	2,807	3,820	982	4,802
Clerical workers.....	1,447	3,043	4,490	6,548	14,195	20,743
Sales workers.....	1,509	1,166	2,675	2,842	7,376	10,218
Personal and domestic service workers...	1,210	6,697	7,907	11,034	9,555	20,589
Seamen.....	55	.....	55	1,229	2	1,231
Agriculture and fishing.....	1,281	98	1,379	860	596	1,456
Skilled and semiskilled workers.....	11,890	3,523	15,413	44,786	12,910	57,696
Food and kindred products (inc. tobacco).....	172	52	224	620	536	1,156
Textiles, clothing, etc.....	164	2,643	2,807	2,273	7,879	10,152
Lumber and wood products.....	3,034	1	3,035	6,410	70	6,480
Pulp, paper (inc. printing).....	36	102	138	729	481	1,210
Leather and leather products.....	128	173	301	642	465	1,107
Stone, clay and glass products.....	9	.....	9	153	30	183
Metalworking.....	2,171	26	2,197	5,059	532	5,591
Electrical.....	215	46	261	986	499	1,485
Transportation equipment.....	48	.....	48	346	227	573
Mining.....	326	.....	326	747	.....	747
Construction.....	2,397	1	2,398	9,920	5	9,925
Transportation (except seamen).....	903	14	917	6,145	43	6,188
Communications and public utility.....	82	5	87	205	1	206
Trade and service.....	274	337	611	1,106	849	1,955
Other skilled and semiskilled.....	1,667	82	1,749	6,276	1,066	7,342
Foremen.....	84	11	95	1,394	157	1,551
Apprentices.....	180	30	210	1,775	70	1,845
Unskilled workers.....	4,549	1,350	5,899	47,199	11,780	58,979
Food and tobacco.....	128	169	297	871	2,271	3,142
Lumber and lumber products.....	267	2	269	2,531	189	2,720
Metalworking.....	219	14	233	2,111	372	2,483
Construction.....	1,525	.....	1,525	7,096	2	7,098
Other unskilled workers.....	2,410	1,165	3,575	34,590	8,946	43,536
<b>Total.....</b>	<b>23,413</b>	<b>17,212</b>	<b>40,625</b>	<b>118,318</b>	<b>57,396</b>	<b>175,714</b>

(1) Preliminary—subject to revision.

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND  
PLACEMENTS FOR THE MONTH OF JULY 1952**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	2,518	2,451	2,277
Logging.....	1,119	635	499
Mining.....	501	437	346
Manufacturing.....	6,295	6,138	4,402
Food and kindred products (inc. tobacco).....	1,151	1,205	950
Textiles, apparel, etc.....	1,377	1,076	752
Lumber and finished lumber products.....	660	632	495
Pulp and paper products (inc. printing).....	445	492	349
Chemicals and allied products.....	240	261	175
Petroleum and coal products.....	38	39	24
Rubber products.....	82	90	79
Leather and leather products.....	264	207	141
Stone, clay and glass products.....	244	271	189
Iron and steel products.....	401	438	309
Non-ferrous metals and products.....	264	227	176
Machinery.....	322	354	229
Electrical equipment and products.....	202	321	137
Transportation equipment and other manufacturing.....	605	615	442
Construction.....	5,389	5,657	4,530
Transportation and storage.....	1,195	1,263	970
Communications, and other public utilities.....	189	214	133
Trade.....	3,358	3,785	2,506
Finance, insurance, real estate.....	419	523	271
Service.....	7,763	7,625	5,790
<b>All Industries.....</b>	<b>28,746</b>	<b>28,728</b>	<b>21,724</b>

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS  
JULY 4 TO JULY 31, 1952; UNPLACED APPLICANTS AS AT AUGUST 29, 1952**

(Source: Form UIC 751)

Office	Vacancies*		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	(b) Unplaced as at August 29, 1952
					Regular	Casual		
<b>Newfoundland</b> .....	<b>486</b>	<b>242</b>	<b>1,577</b>	<b>913</b>	<b>856</b>	<b>29</b>	<b>2,987</b>	<b>2,578</b>
Corner Brook.....	143	113	257	124	109	23	579	397
Grand Falls.....	3	1	122	8	5	.....	311	204
St. John's.....	340	128	1,198	781	742	6	2,097	1,977
<b>Prince Edward Island</b> .....	<b>783</b>	<b>316</b>	<b>947</b>	<b>934</b>	<b>615</b>	<b>180</b>	<b>769</b>	<b>690</b>
Charlottetown.....	530	274	537	539	399	64	469	376
Summerside.....	253	42	410	395	216	116	300	314
<b>Nova Scotia</b> .....	<b>3,372</b>	<b>1,489</b>	<b>5,888</b>	<b>4,134</b>	<b>2,674</b>	<b>463</b>	<b>8,161</b>	<b>7,377</b>
Amherst.....	196	15	310	243	173	9	297	273
Bridgewater.....	52	40	241	53	21	4	431	391
Halifax.....	1,582	1,016	2,284	1,772	1,099	281	3,215	2,729
Inverness.....	24	1	116	32	20	.....	308	308
Kentville.....	169	123	272	159	94	3	530	477
Liverpool.....	45	27	86	25	22	.....	134	130
New Glasgow.....	424	101	715	602	351	58	661	626
Springhill.....	21	3	80	22	17	3	148	158
Sydney.....	667	116	1,332	925	657	95	1,706	1,687
Truro.....	109	36	231	137	81	5	273	247
Yarmouth—Shelburne.....	83	11	221	164	139	5	458	351
<b>New Brunswick</b> .....	<b>4,407</b>	<b>2,395</b>	<b>5,533</b>	<b>3,578</b>	<b>2,299</b>	<b>560</b>	<b>7,887</b>	<b>8,007</b>
Bathurst.....	175	22	313	129	46	87	784	562
Campbellton.....	194	46	420	216	93	46	739	460
Edmundston.....	172	14	258	183	130	15	257	1,267
Fredericton.....	285	90	507	255	172	46	350	332
Minto.....	69	63	146	129	39	31	388	404
Moncton.....	1,661	1,466	1,382	1,092	657	202	1,688	1,524
Newcastle.....	97	23	244	114	80	.....	354	329
Saint John.....	1,439	563	1,673	1,154	873	96	2,233	2,086
St. Stephen.....	83	44	342	93	78	5	873	787
Sussex.....	133	43	133	136	90	29	57	125
Woodstock.....	99	21	115	77	41	3	164	151
<b>Quebec</b> .....	<b>31,221</b>	<b>11,703</b>	<b>39,794</b>	<b>29,959</b>	<b>20,877</b>	<b>1,488</b>	<b>51,866</b>	<b>47,277</b>
Asbestos.....	118	70	147	101	87	2	284	245
Beauharnois.....	97	21	236	100	80	.....	352	309
Buckingham.....	117	9	185	122	97	10	268	268
Causapsal.....	56	48	196	37	23	.....	586	267
Chandler.....	8	1	69	15	4	.....	198	169
Chicoutimi.....	361	391	583	395	221	13	347	344
Dolbeau.....	117	16	136	121	66	1	96	76
Drummondville.....	121	18	406	154	103	5	1,472	1,552
Farnham.....	60	62	60	29	19	.....	369	201
Gaspé.....	121	75	180	110	38	.....	505	821
Granby.....	374	42	565	468	365	9	629	642
Hull.....	290	116	822	303	211	13	1,189	1,092
Joliette.....	226	97	453	260	154	12	610	477
Jonquière.....	449	193	780	631	459	12	647	564
Lachute.....	63	10	202	64	44	1	282	321
La Malbaie.....	64	9	144	79	59	8	332	172
La Tuque.....	494	117	438	262	201	16	165	161
Levis.....	224	254	561	200	126	7	963	1,187
Maniwaki.....	5	5	100	8	5	.....	187	103
Matane.....	248	118	147	44	34	.....	293	187
Megantic.....	396	47	446	333	318	.....	190	228
Mont-Laurier.....	108	33	210	103	58	.....	141	164
Montmagny.....	288	18	421	281	259	7	410	365
Montreal.....	16,875	6,538	17,167	14,786	10,764	593	20,726	19,257
New Richmond.....	167	127	174	99	46	40	383	242
Port Alfred.....	242	10	180	109	109	.....	168	180
Quebec.....	2,023	833	3,523	2,852	1,333	201	5,102	4,603
Rimouski.....	285	83	386	297	202	15	407	389
Rivière du Loup.....	74	60	256	86	73	12	501	441
Roberval.....	36	93	71	32	28	2	106	126
Rouyn.....	563	112	777	644	397	92	565	513
Ste. Agathe.....	238	62	213	203	136	5	94	88
Ste. Anne de Bellevue.....	181	50	225	157	133	.....	160	169
Ste. Therese.....	257	99	399	234	162	4	321	337
St. Georges East.....	993	328	939	870	706	81	510	472
St. Hyacinthe.....	412	183	435	417	265	24	1,106	863
St. Jean.....	390	116	419	395	233	17	589	556
St. Jerome.....	268	40	452	351	265	20	512	383
St. Joseph d'Alma.....	823	104	819	612	604	.....	399	374
Shawinigan Falls.....	184	66	763	269	272	.....	1,463	1,074
Sherbrooke.....	875	163	1,460	1,015	599	137	1,790	1,797
Sorel.....	298	312	452	361	306	.....	650	484
Thetford Mines.....	188	98	352	187	100	32	587	487

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS  
JULY 4 TO JULY 31, 1952; UNPLACED APPLICANTS AS AT AUGUST 29, 1952—Continued**

(Source: Form UIC 751)

Office	Vacancies*		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	(b) Unplaced as at August 29, 1952
					Regular	Casual		
<b>Quebec—Con.</b>								
Three Rivers.....	431	171	1, 104	700	454	9	2, 773	2, 247
Val d'Or.....	415	158	527	359	222	73	359	374
Valleyfield.....	265	50	657	295	189	7	1, 528	1, 403
Victoriaville.....	333	77	557	409	244	8	552	503
<b>Onatrio</b>	<b>37, 032</b>	<b>13, 068</b>	<b>52, 993</b>	<b>37, 372</b>	<b>22, 542</b>	<b>4, 430</b>	<b>53, 193</b>	<b>47, 343</b>
Arnprior.....	61	6	69	59	52	2	47	85
Barrie.....	636	200	461	550	382	12	273	358
Belleville.....	272	71	448	396	187	27	390	351
Bracebridge.....	277	103	212	207	161	.....	105	103
Brampton.....	169	34	184	147	122	2	174	169
Brantford.....	548	70	1, 045	549	463	51	1, 307	1, 501
Brockville.....	109	23	170	127	91	10	114	139
Carleton Place.....	13	3	61	13	11	.....	170	142
Chatham.....	289	128	786	298	154	23	985	614
Cobourg.....	326	14	367	376	276	43	175	104
Collingwood.....	162	56	258	133	81	22	399	255
Cornwall.....	432	31	581	451	366	29	1, 112	992
Fort Erie.....	66	56	88	39	27	.....	191	230
Fort Frances.....	75	23	128	92	75	4	78	70
Fort William.....	616	207	679	562	407	42	545	525
Galt.....	237	109	417	209	159	9	619	458
Gananoque.....	73	7	93	84	32	39	44	52
Goderich.....	129	91	76	96	71	2	45	54
Guelph.....	209	109	289	169	106	6	522	433
Hamilton.....	2, 433	618	4, 472	3, 153	1, 289	572	4, 906	4, 494
Hawkesbury.....	71	21	199	69	69	.....	292	302
Ingersoll.....	83	20	161	92	58	15	182	115
Kapuskasing.....	111	37	183	132	78	.....	144	180
Kenora.....	60	39	104	59	43	2	114	134
Kingston.....	703	263	809	727	430	85	448	554
Kirkland Lake.....	244	102	328	263	197	8	258	227
Kitchener—Waterloo.....	502	166	656	578	382	49	678	336
Leamington.....	413	131	554	340	118	166	355	154
Lindsay.....	80	41	178	74	42	7	244	138
Listowel.....	53	35	82	57	43	.....	124	113
London.....	1, 804	792	2, 514	1, 961	1, 216	191	1, 684	1, 487
Midland.....	181	66	196	162	138	1	124	138
Napanee.....	49	7	80	68	43	1	60	59
New Toronto.....	869	98	996	899	707	23	716	738
Niagara Falls.....	755	92	983	683	521	68	717	548
North Bay.....	514	111	637	496	292	120	344	336
Orillia.....	290	46	438	374	237	38	270	262
Oshawa.....	887	111	1, 333	951	682	103	1, 356	1, 392
Ottawa.....	1, 897	1, 040	2, 575	2, 044	1, 010	256	2, 037	1, 834
Owen Sound.....	209	46	368	345	156	19	426	584
Parry Sound.....	55	2	77	59	54	.....	52	52
Pembroke.....	527	215	509	440	328	13	275	286
Perth.....	152	48	151	143	105	16	137	195
Peterborough.....	259	51	531	304	246	1	808	898
Pictou.....	80	20	76	140	71	2	33	16
Port Arthur.....	2, 264	1, 871	855	545	386	41	814	783
Port Colborne.....	98	42	196	70	46	8	369	239
Prescott.....	250	45	391	260	222	.....	244	189
Renfrew.....	83	15	171	122	104	5	116	95
St. Catharines.....	698	108	1, 042	800	460	168	1, 250	1, 033
St. Thomas.....	190	59	342	220	116	20	343	293
Sarnia.....	262	41	706	337	187	38	794	731
Sault Ste. Marie.....	415	175	610	485	297	52	629	507
Simcoe.....	422	54	556	482	361	15	336	176
Sioux-Lookout.....	96	18	157	125	63	12	109	113
Smiths Falls.....	91	23	130	88	55	12	115	164
Stratford.....	272	59	374	316	149	83	287	293
Sturgeon Falls.....	130	7	333	168	98	23	367	418
Sudbury.....	1, 010	488	866	677	462	115	771	663
Timmins.....	381	71	663	559	311	55	666	515
Toronto.....	9, 483	3, 583	14, 866	9, 376	5, 535	1, 309	15, 984	13, 838
Trenton.....	209	52	379	288	169	12	289	289
Walkerton.....	114	31	219	190	75	9	246	225
Wallaceburg.....	160	11	310	213	81	67	329	296
Welland.....	477	100	697	517	403	20	1, 149	677
Weston.....	365	315	462	355	212	.....	361	237
Windsor.....	1, 359	235	2, 753	1, 796	861	268	3, 149	2, 987
Woodstock.....	220	106	313	213	111	19	397	375



TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FOR FOUR WEEKS  
JULY 4 TO JULY 31, 1952; UNPLACED APPLICANTS AS AT AUGUST 29, 1952—Concluded  
(Source: Form UIC 751)

Office	Vacancies*		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	(b) Unplaced as at August 29, 1952
					Regular	Casual		
<b>Manitoba</b>	<b>6,893</b>	<b>2,872</b>	<b>9,306</b>	<b>6,775</b>	<b>3,614</b>	<b>1,397</b>	<b>9,094</b>	<b>7,455</b>
Brandon	690	326	719	536	287	151	380	311
Dauphin	152	86	192	157	93	12	152	116
Flin Flon	162	91	184	131	80	10	121	106
Portage la Prairie	389	118	436	392	218	22	252	201
The Pas	152	89	89	77	67	2	53	44
Winnipeg	5,348	2,162	7,686	5,482	2,869	1,200	8,136	6,677
<b>Saskatchewan</b>	<b>5,436</b>	<b>2,978</b>	<b>5,937</b>	<b>4,777</b>	<b>3,066</b>	<b>892</b>	<b>2,848</b>	<b>2,437</b>
Estevan	123	47	109	116	79	7	78	56
Moose Jaw	888	304	933	773	600	56	400	257
North Battleford	172	158	136	122	115	2	122	149
Prince Albert	292	118	611	381	288	32	577	434
Regina	1,576	495	1,702	1,433	845	382	526	487
Saskatoon	1,529	430	1,886	1,393	794	387	776	764
Swift Current	202	125	178	185	122	7	80	68
Teachers' Office(a)	312	1,087	44	147	57	.....	54	11
Weyburn	140	86	119	96	85	2	50	63
Yorkton	202	128	219	131	81	17	185	148
<b>Alberta</b>	<b>11,004</b>	<b>3,166</b>	<b>13,759</b>	<b>11,340</b>	<b>6,076</b>	<b>2,467</b>	<b>6,907</b>	<b>5,707</b>
Blainmore	81	70	93	38	33	.....	170	138
Calgary	4,934	1,038	5,690	5,197	2,639	1,480	2,403	2,316
Drumheller	191	102	136	118	110	.....	173	139
Edmonton	4,071	1,133	6,263	4,684	2,317	1,111	3,380	2,485
Edson	287	119	303	222	192	.....	118	88
Lethbridge	827	284	850	716	580	46	383	331
Medicine Hat	200	88	230	236	125	1	132	115
Red Deer	298	222	188	126	77	9	141	87
Yellowknife	115	110	6	3	3	.....	7	8
<b>British Columbia</b>	<b>14,348</b>	<b>2,758</b>	<b>27,800</b>	<b>15,131</b>	<b>6,725</b>	<b>5,467</b>	<b>33,689</b>	<b>30,247</b>
Chilliwack	419	68	660	498	279	50	745	975
Courtenay	82	124	641	77	68	7	1,150	1,093
Cranbrook	101	31	129	99	52	4	140	73
Dawson Creek	164	38	142	136	131	.....	29	33
Duncan	80	15	684	115	64	12	836	1,072
Kamloops	405	126	409	329	269	.....	235	229
Kelowna	791	93	1,015	715	144	548	1,080	891
Nanaimo	212	27	1,283	213	173	15	1,763	1,941
Nelson	189	55	308	215	149	11	257	197
New Westminster	4,456	46	6,623	4,459	299	4,139	4,747	3,844
Penticton	489	10	621	505	449	27	241	184
Port Alberni	85	36	601	63	60	12	737	540
Prince George	1,140	263	1,142	1,068	931	14	241	183
Prince Rupert	308	75	489	350	257	.....	371	237
Princeton	142	9	156	168	133	.....	24	23
Trail	393	93	485	358	315	3	341	296
Vancouver	3,473	1,179	10,270	4,395	1,985	527	17,869	15,725
Vernon	281	76	321	271	204	8	198	157
Victoria	873	271	1,624	932	633	90	2,623	2,519
Whitehorse	265	123	197	165	130	.....	62	35
<b>Canada</b>	<b>114,982</b>	<b>40,987</b>	<b>163,534</b>	<b>114,913</b>	<b>69,344</b>	<b>17,553</b>	<b>177,401</b>	<b>159,118</b>
Males	76,502	23,581	114,219	76,017	50,706	9,106	119,454	107,237
Females	38,480	17,406	49,315	38,896	18,638	8,447	57,947	51,881

\* Includes current and deferred vacancies.

(a) Statistics for the Province of Saskatchewan.

(b) Preliminary subject to revision.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES

(Source: Form UIC 751)  
1942—1952

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (31 weeks)	996,573	378,517	1,375,090	376,036	170,196	546,232

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of July 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	968	592	35,716	102,726
Prince Edward Island.....	323	125	8,129	20,150
Nova Scotia.....	3,615	1,907	95,398	264,798
New Brunswick.....	3,322	1,836	103,622	289,520
Quebec.....	28,633	15,387	809,008	2,110,297
Ontario.....	28,673	8,465	741,410	2,014,060
Manitoba.....	3,629	1,755	96,927	249,604
Saskatchewan.....	994	446	25,136	65,490
Alberta.....	2,102	1,038	55,865	160,868
British Columbia.....	13,423	8,720	339,851	1,017,156
Total, Canada, July, 1952.....	85,682	40,271	2,311,062	6,294,669
June, 1952.....	84,812	41,475	2,539,696	6,726,957
July, 1951.....	57,469	39,126	1,416,699	3,427,834

\* Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF JULY 31, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,683	381	91	177	413	301	320
Male.....	1,554	353	87	164	387	281	282
Female.....	129	28	4	13	26	20	38
Prince Edward Island.....	371	66	34	41	73	47	110
Male.....	232	34	19	26	49	34	70
Female.....	139	32	15	15	24	13	40
Nova Scotia.....	5,814	1,333	655	976	1,075	581	1,194
Male.....	4,826	1,154	558	833	894	493	894
Female.....	988	179	97	143	181	88	300
New Brunswick.....	5,649	1,048	532	829	1,150	811	1,279
Male.....	4,444	870	438	690	925	646	875
Female.....	1,205	178	94	139	225	165	404
Quebec.....	45,096	9,823	4,574	6,540	7,813	5,227	11,119
Male.....	28,400	6,868	2,967	4,015	4,737	3,197	6,616
Female.....	16,696	2,955	1,607	2,525	3,076	2,030	4,503
Ontario.....	52,138	14,958	6,893	7,385	6,579	4,536	11,787
Male.....	35,161	10,760	5,520	5,223	3,844	2,510	7,304
Female.....	16,977	4,198	1,373	2,162	2,735	2,026	4,483
Manitoba.....	4,392	993	306	498	721	458	1,416
Male.....	2,389	493	164	276	370	221	865
Female.....	2,003	500	142	222	351	237	551
Saskatchewan.....	1,253	233	109	167	193	119	432
Male.....	659	105	53	74	80	71	276
Female.....	594	128	56	93	113	48	156
Alberta.....	4,669	2,618	226	282	363	261	919
Male.....	3,888	2,397	156	184	259	172	720
Female.....	781	221	70	98	104	89	199
British Columbia.....	23,362	6,741	2,409	3,410	5,589	1,685	3,528
Male.....	19,570	6,028	2,050	2,712	4,943	1,260	2,577
Female.....	3,792	713	359	698	646	425	951
TOTAL.....	144,427	38,194	15,829	20,305	23,969	14,026	32,104
MALE.....	101,123	29,062	12,012	14,197	16,488	8,885	20,479
FEMALE.....	43,304	9,132	3,817	6,108	7,481	5,141	11,625

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
JULY, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	843	636	207	764	398	366	342
Prince Edward Island.....	183	122	61	167	117	50	44
Nova Scotia.....	2,684	1,619	1,065	2,687	2,049	638	653
New Brunswick.....	2,324	1,382	942	2,334	1,784	550	551
Quebec.....	21,253	12,716	8,537	21,692	16,813	4,879	6,439
Ontario.....	30,211	16,412	13,799	28,104	18,766	9,338	7,188
Manitoba.....	2,108	1,337	771	2,060	1,534	526	374
Saskatchewan.....	595	390	205	579	405	174	121
Alberta.....	1,512	1,001	511	1,799	1,371	428	370
British Columbia.....	13,627	7,651	5,976	14,246	8,986	5,260	4,640
Total Canada, July, 1952.....	75,340*	43,266	32,074	74,432†	52,223	22,209	20,722
Total Canada, June, 1952.....	68,788	40,968	27,820	74,066	49,698	24,368	19,814
Total Canada, July, 1951.....	58,981	35,326	23,655	61,259	48,096	13,163	14,619

\* In addition, revised claims received numbered 13,327.

† In addition, 12,313 revised claims were disposed of. Of these, 767 were special requests not granted, and 917 were appeals by claimants. There were 2,745 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED  
AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of July, 1952	Month of June, 1952	Month of July, 1951
Claims Disallowed.....	6,032	7,342	4,750
Claimants Disqualified*—			
Not unemployed			
Disqualification—total.....	7,734	1,819	4,985
6 days or less.....	1,599		
7 days or less.....	6,135		
Not capable of and not available for work.....	1,466	1,479	1,028
Loss of work due to a labour dispute.....	3,304	10,312	242
Refused offer of work and neglected opportunity to work.....	1,124	1,458	1,129
Discharged for misconduct.....	583	552	422
Voluntarily left employment without just cause.....	4,322	4,059	2,827
Failure to fulfill additional conditions imposed upon certain married women	867		669
Other Reasons†.....	1,266	2,023	790
Total.....	26,698	29,044	16,842

\* Includes 4,439 revised claims, disqualified.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1951—June.....	2,998,000	2,909,100	88,900
July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100†
February.....	3,195,000	2,876,500	318,500†
March.....	3,191,000	2,874,600	316,400†
April.....	3,195,000	2,874,700	320,300†
May.....	3,086,000	2,867,900	218,100
June.....	3,089,000	2,945,500	143,500

\* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.



**TABLE E-6.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1952  
SOURCE: UNEMPLOYMENT INSURANCE COMMISSION

Fiscal Year Ended March 31	RECEIPTS					DISBURSEMENTS				Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS				
	Employer and Employee	Government				Ordinary	Supplementary	Total		
1942.....	\$ 36,435,609 05	\$ 7,287,121 81	\$ .....	\$ 269,268 74	\$ 43,991,999 60	\$ 27,752 92	\$ .....	\$ 27,752 92	\$ 43,964,246 68	
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93	
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19	
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86	
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34	
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,025 64	
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21	
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38	
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,046,972 52	
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79	
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	773,199,351 43	
April.....	12,671,440 30	4,125,852 44	3,119 00	1,700,036 07	18,500,447 81	13,699,136 68	768,835 65	14,467,972 33	782,231,826 91	
May.....	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	10,351,221 12	789,011,121 39	
June.....	12,738,270 63	2,547,973 94	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	1,231 85	6,721,861 74	799,321,984 16	
July.....	*12,102,340 86	2,420,736 67	3,824 03	1,836,569 53	16,363,471 09	6,288,648 31	839 30cr.	6,287,809 01	809,397,646 24	
Sub-Total.....	50,303,456 02	11,651,460 52	14,886 85	7,057,355 62	69,027,159 01	37,045,555 70	783,308 50	37,828,864 20	809,397,646 24	
TOTAL.....	977,721,895 23	†198,969,701 65	124,427 34	103,724,503 31	1,280,540,527 53	458,006,728 84	13,136,152 45	471,142,881 29	806,397,646 24	

\*Stamps \$5,387,623.23. Meter \$1,436,499.12. Bulk \$5,194,001.63. Arm. Serv. \$55,556.40. Sp. Force \$9,766.40. Reg. Force \$18,894.08. Total \$12,102,340.86.

† Government refunds re Supplementary Benefit classes 3 and 4. July 3, 1950 to date \$1,828,863.85.

# F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3			
1929.....		121.7	134.7	119.7	112.6	134.8			
1933.....		94.4	84.9	98.6	102.5	93.3			
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.  
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF AUGUST 1952**

(August, 1939 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	August 1 1951	July 2 1952	August 1 1952						
St. John's, Nfld. (1)	102.8	103.9	105.3	109.6	105.3	107.6	103.1	101.8	100.3
Halifax	177.9	179.6	179.0	237.1	127.6	152.5	223.3	187.1	138.5
St. John	184.2	186.4	186.1	237.2	127.7	148.0	230.3	186.8	151.5
Montreal	194.8	193.4	191.7	250.5	150.8	141.1	196.2	201.8	141.6
Toronto	184.5	184.4	184.2	227.5	154.4	176.0	208.0	189.3	147.6
Winnipeg	182.4	181.0	180.0	236.7	134.0	133.3	207.3	197.2	141.1
Saskatoon	186.0	183.0	183.9	241.6	132.3	154.8	218.3	203.2	134.4
Edmonton	181.7	178.5	179.1	242.7	125.0	121.8	217.6	189.7	140.2
Vancouver	189.8	189.8	189.5	240.8	135.4	176.9	220.7	194.2	153.0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base: June 1951 = 100.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Source: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	August 1949	August 1950	August 1951	July 1952	August 1952	Price August 1952
Beef, sirloin steak	lb.	120.7	154.8	260.6	328.2	386.6	338.0	344.8	95.4
Beef, round steak	lb.	125.7	167.9	289.9	365.3	428.0	379.2	385.1	90.4
Beef, blade	lb.	132.7	162.3	311.9	389.3	487.6	409.1	399.7	63.7
Beef, stewing, boneless	lb.	136.7	168.3	347.8	438.1	562.0	477.7	473.2	64.0
Lamb, leg roast	lb.	109.9	152.8	268.7	315.5	365.6	340.0	344.2	98.5
Pork, fresh loin, centre-cut	lb.	125.3	143.8	247.9	244.4	302.5	235.2	233.7	62.6
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	279.8	285.6	354.8	270.7	269.1	50.6
Bacon, side, fancy, sliced, rind-off	½ lb.	132.3	142.5	236.4	222.5	229.7	177.8	176.1	32.3
Lard, pure	lb.	151.3	159.6	192.1	203.6	264.8	143.5	145.3	15.8
Shortening, vegetable	lb.	134.7	137.5	219.4	222.9	263.8	211.3	209.9	29.9
Eggs, Grade "A", large, carton	doz.	156.4	181.3	241.2	200.1	265.5	192.3	222.7	69.6
Milk	qt.	111.0	95.4	164.2	166.1	179.8	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	226.7	211.0	252.5	230.4	230.4	62.9
Cheese, plain, mild, ½ lb.	pkg.	174.6	165.4	226.7	224.5	252.1	261.0	262.5	34.8
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	165.1	165.1	188.6	191.8	191.8	12.5
Flour, all purpose	lb.	127.3	124.2	221.2	221.2	227.2	224.3	224.3	7.6
Corn Flakes, 8 oz.	pkg.	101.1	100.0	163.0	164.1	183.6	195.4	195.4	18.0
Tomatoes, canned, 2½'s	tin	129.9	137.7	191.5	171.6	242.7	299.6	300.5	31.7
Peas, 20 oz.	tin	117.5	121.7	146.7	144.9	161.0	170.4	171.2	21.5
Corn, Cream, choice, 20 oz.	tin	128.3	132.7	187.6	169.4	177.5	192.8	193.8	20.9
Onions, cooking	lb.	108.2	126.5	179.6	177.5	185.1	271.2	240.2	12.4
Potatoes, No. 1, table	10 lbs.	89.9	149.4	203.5	189.5	180.5	404.7	345.0	78.6
Prunes, pkg.	lb.	115.8	120.2	188.6	207.8	251.2	236.4	236.4	27.8
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	128.5	132.6	172.6	172.5	171.9	25.6
Oranges, California	doz.	132.5	154.3	143.8	142.2	130.4	130.3	132.5	36.3
Jam, strawberry, 16 oz.	jar	111.3	115.1	146.1	155.0	166.6	164.3	161.3	27.1
Peaches, 15 oz.	tin	101.5	106.1	142.6	141.1	154.7	154.7	154.7	23.0
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	150.8	174.3	204.2	182.2	180.6	11.3
Coffee, medium quality, in bag	lb.	141.6	131.7	189.1	281.3	313.8	310.0	308.3	105.5
Tea, black, ½ lb.	pkg.	145.2	131.6	176.5	181.3	185.8	187.5	187.2	54.6

\* Descriptions and Units of Sale Apply to August 1952 Prices.



**TABLE F-1.—RETAIL PRICES OF STAPLE**  
Source: Dominion

Locality	Beef				Pork				Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Baron, side, fancy, sliced, rind-off, per ½ lb. pkg.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>									
1—St. John's.....	117·3	.....	72·7 <sup>a</sup>	57·0	77·0	77·1	72·0	35·1	57·0
<b>P.E.I.—</b>									
2—Charlottetown.....	97·5	87·0	69·5 <sup>a</sup>	62·8	62·2	63·0	53·8	27·6	46·0
<b>Nova Scotia—</b>									
3—Halifax.....	98·3	90·9	65·9 <sup>a</sup>	67·6	64·3	64·5	52·7 <sup>c</sup>	34·1	56·3
4—Sydney.....	96·3	89·6	69·3 <sup>a</sup>	66·9	67·6	67·9	54·9	32·2	52·7
<b>New Brunswick—</b>									
5—Moncton.....	94·8	90·4	63·8 <sup>a</sup>	60·2	61·5	65·7	52·6	32·2	52·6
6—Saint John.....	98·6	91·0	66·1 <sup>a</sup>	67·2	63·4	66·8	51·6	34·2	51·8
<b>Quebec—</b>									
7—Chicoutimi.....	120·0	115·5	73·8	68·2	.....	60·0	56·5	34·8	53·8
8—Hull.....	.....	85·3	62·1 <sup>a</sup>	60·8	53·1	59·1	48·1	27·7	51·6
9—Montreal.....	109·2	106·1	65·5 <sup>a</sup>	64·1	56·1	58·1	48·9	28·6	54·5
10—Quebec.....	111·1	110·1	61·6 <sup>a</sup>	60·8	60·4	49·9	41·6	29·9	52·2
11—Sherbrooke.....	104·2	105·4	69·3	64·2	54·2	59·5	49·8	30·1	52·3
12—Sorel.....	106·9	101·7	66·7	58·9	60·0	57·8	47·1	31·9	67·7
13—Three Rivers.....	108·6	97·2	60·1	55·9	54·2	54·8	45·3	29·7	57·3
<b>Ontario—</b>									
14—Brantford.....	91·4	87·2	62·9	62·4	56·1	61·7	47·9	29·9	52·4
15—Cornwall.....	91·5	88·6	59·3 <sup>a</sup>	66·4 <sup>a</sup>	.....	56·5	48·2	29·7	51·8
16—Fort William.....	89·6	88·6	68·6 <sup>a</sup>	69·6 <sup>a</sup>	65·4	64·4	.....	33·6	63·0
17—Hamilton.....	97·7	93·6	64·4 <sup>a</sup>	64·6	56·0	64·3	46·3	31·5	50·9
18—Kirkland Lake.....	93·8	88·0	65·0	63·5	61·5	64·5	58·5	32·0	59·0
19—London.....	98·2	93·2	60·1	62·9	57·5	63·2	47·7	31·2	54·8
20—North Bay.....	88·7	88·7	64·3	62·0	56·0	60·3	50·0	32·0	52·3
21—Oshawa.....	92·2	90·2	60·2	61·5	52·5	61·0	45·6	30·8	51·6
22—Ottawa.....	95·1	90·2	62·7 <sup>a</sup>	62·2	54·7	63·6	46·6	28·7	50·8
23—Sault Ste. Marie.....	91·4	89·6	63·2 <sup>a</sup>	68·8	60·1	66·2	51·8 <sup>d</sup>	32·2	56·2
24—Sudbury.....	84·1	82·9	60·6 <sup>a</sup>	61·8	53·1	60·1	57·4 <sup>d</sup>	29·2	53·7
25—Toronto.....	95·6	90·3	65·9 <sup>a</sup>	62·2	55·0	63·5	43·8	30·8	50·4
26—Windsor.....	88·7	85·8	58·6 <sup>a</sup>	65·5	55·5	63·8	48·0	31·1	56·0
<b>Manitoba—</b>									
27—Winnipeg.....	92·6	86·9	66·3	64·3	59·8	62·8	56·3 <sup>d</sup>	34·5	56·9
<b>Saskatchewan—</b>									
28—Regina.....	90·4	85·2	65·1 <sup>a</sup>	68·6	.....	65·2	54·2 <sup>d</sup>	39·3	57·8
29—Saskatoon.....	82·8	79·6	58·4 <sup>a</sup>	59·5	51·1	57·4	52·0 <sup>d</sup>	34·8	55·0
<b>Alberta—</b>									
30—Calgary.....	92·0	85·2	74·0 <sup>a</sup>	66·1	52·0	59·3	54·0 <sup>d</sup>	36·0	55·1
31—Edmonton.....	83·2	79·0	57·2 <sup>a</sup>	62·9	56·7	58·2	49·1	36·5	52·2
<b>British Columbia—</b>									
32—Prince Rupert.....	99·5	95·0	.....	65·0	.....	67·5	59·0 <sup>d</sup>	42·5	67·0
33—Trail.....	98·6	93·8	72·2	74·4	.....	70·4	63·3 <sup>d</sup>	40·1	66·2
34—Vancouver.....	102·1	90·8	71·9	69·1	62·8	70·6	55·9 <sup>d</sup>	38·2	58·3
35—Victoria.....	109·6	93·3	70·7	69·4	65·5	69·8	53·6	38·9	56·4

**FOODS AND COAL BY CITIES, AUGUST, 1952**  
Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose per lb.	Bread, plain white, wrap- ped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. princ.
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....		8.6	12.0	20.7	12.1	64.8	88.4	32.0	76.4
<b>P.E.I.—</b>									
2—Charlottetown.....	93.8	8.2	13.6	19.0	11.7	55.3	65.8	17.0	65.1
<b>Nova Scotia—</b>									
3—Halifax.....	100.2	8.1	12.8	18.4	10.1	53.4	75.2	20.5	65.7
4—Sydney.....	94.2	8.5	14.0	19.5	11.5	54.8	77.6	22.0	66.5
<b>New Brunswick—</b>									
5—Moncton.....	92.6	8.1	12.0	18.4	11.1	52.8	75.5	20.0	64.7
6—Saint John.....	95.4	8.2	12.7	18.6	10.7	52.2	76.8	21.0	66.4
<b>Quebec—</b>									
7—Chicoutimi.....	113.0	8.3	15.2	18.8	11.8	58.7	65.0	20.0	60.3
8—Hull.....		7.3	12.0	17.2	10.9	48.4	69.1	22.0	59.1
9—Montreal.....	102.8	7.4	12.0	17.4	10.2	50.5	72.0	20.0	59.8
10—Quebec.....	105.8	7.3	12.0	17.9	10.4	53.0	75.4	20.0	61.3
11—Sherbrooke.....		7.9	12.4	18.3	10.8	54.4	77.0	20.0	60.0
12—Sorel.....		7.5	12.0	17.7	10.3	48.8	67.4	19.0	60.3
13—Three Rivers.....		7.4	11.3	17.4	11.0	51.6	72.0	19.0	60.4
<b>Ontario—</b>									
14—Brantford.....		7.7	12.0	17.6	10.8	47.8	67.7	21.0	61.5
15—Cornwall.....		7.3	12.0	17.9	10.8	50.7	70.4	18.0	60.4
16—Fort William.....		7.0	13.3	18.9	12.1	54.4	64.5	23.0	60.7
17—Hamilton.....	104.0	7.9	12.0	17.3	10.8	48.3	73.1	22.0	63.0
18—Kirkland Lake.....		8.0	11.3	18.5	11.6	50.8	76.8	25.0	63.8
19—London.....	108.5	7.7	12.0	17.6	10.9	48.1	67.0	21.0	62.8
20—North Bay.....		7.8	12.7	19.2	12.1	50.8	75.0	22.0	64.0
21—Oshawa.....		7.9	12.0	17.2	10.6	48.2	70.8	21.0	61.3
22—Ottawa.....	109.1	7.6	12.0	17.5	10.6	49.2	74.1	21.8	61.3
23—Sault Ste. Marie.....	98.7	7.8	13.3	18.9	11.3	51.4	74.6	23.0	63.2
24—Sudbury.....		7.9	12.7	18.2	11.6	49.6	73.2	23.0	62.2
25—Toronto.....	104.8	7.6	12.0	17.4	10.4	47.9	69.9	22.0	62.4
26—Windsor.....	95.0	8.1	12.0	17.8	11.5	50.9	69.0	22.0	63.2
<b>Manitoba—</b>									
27—Winnipeg.....	90.4	7.1	14.0	17.9	13.3	66.4	61.5	20.0	61.5
<b>Saskatchewan—</b>									
28—Regina.....	94.6	7.1	12.8	18.8	13.4	67.3	56.5	19.0	59.9
29—Saskatoon.....	91.0	7.0	12.0	17.2	14.3	63.8	58.0	20.0	61.0
<b>Alberta—</b>									
30—Calgary.....	88.0	7.2	12.8	18.2	12.7	65.4	63.0	21.0	62.6
31—Edmonton.....	80.6	7.1	12.0	17.7	12.6	63.7	60.6	20.0	64.0
<b>British Columbia—</b>									
32—Prince Rupert.....	102.5	8.1	15.0	18.6	12.0	68.2	68.7	31.0	66.0
33—Trail.....	99.5	7.5	16.0	18.1	12.9	70.4	68.8	25.0	64.0
34—Vancouver.....	91.7	7.2	14.9	17.5	10.7	60.3	62.0	21.8	64.8
35—Victoria.....	98.4	7.4	14.0	17.0	11.1	63.5	66.5	24.0	64.7

TABLE F-4.—RETAIL PRICES OF STAPLE

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat.	Orange juice, unsweet- ened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin	
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	35.9	34.8	.....	34.6	.....	15.9	49.7 <sup>s</sup>	36.3	23.9	24.7	43.8
<b>P.E.I.—</b>											
2—Charlottetown.....	37.0	.....	16.8	31.5	31.6	18.9	23.1	28.8	22.4	23.0	43.5
<b>Nova Scotia—</b>											
3—Halifax.....	35.3	37.9	16.7	29.6	27.6	15.5	23.2	33.9	22.4	21.8	37.2
4—Sydney.....	37.5	36.6	15.9	29.6	29.1	17.2	23.6	34.4	22.2	23.4	34.8
<b>New Brunswick—</b>											
5—Moncton.....	35.3	36.7	16.5	29.6	29.6	15.7	22.5	31.1	21.7	21.1	36.3
6—Saint John.....	36.5	37.8	18.5	30.2	29.8	15.2	22.7	33.1	21.9	20.5	38.7
<b>Quebec—</b>											
7—Chicoutimi.....	37.0	.....	18.8	33.2	29.4	17.2	24.0	32.2	22.2	20.7	40.8
8—Hull.....	33.1	.....	14.2	30.4	27.4	14.6	23.0	31.4	19.5	18.2	32.1
9—Montreal.....	34.6	.....	15.9	30.4	28.6	16.4	22.6	30.6	19.6	20.3	35.1
10—Quebec.....	35.2	.....	15.4	30.4	29.0	14.5	21.7	31.2	20.8	18.8	34.5
11—Sherbrooke.....	35.0	.....	20.9	30.4	29.6	16.9	21.4	31.0	22.4	21.1	41.7
12—Sorel.....	33.1	.....	16.3	30.6	29.0	14.8	21.2	29.8	19.4	19.0	39.6
13—Three Rivers.....	34.2	.....	18.0	28.8	28.0	16.8	23.7	29.5	21.0	20.1	36.6
<b>Ontario—</b>											
14—Brantford.....	33.2	37.1	15.4	28.8	27.9	15.6	21.7	30.4	20.0	18.5	34.5
15—Cornwall.....	34.3	37.3	15.3	29.3	29.0	.....	22.0	29.8	20.3	19.8	33.9
16—Fort William.....	36.1	38.4	14.6	29.6	28.4	16.3	21.6	32.3	21.1	19.0	37.5
17—Hamilton.....	34.2	37.6	15.9	29.3	27.9	15.4	22.1	30.8	20.1	19.9	36.9
18—Kirkland Lake.....	33.8	36.5	16.6	29.5	29.5	19.2	22.9	31.8	23.2	22.0	37.8
19—London.....	34.4	37.6	16.6	29.3	28.6	15.9	22.0	30.5	20.9	20.1	32.4
20—North Bay.....	34.6	38.0	18.2	30.8	30.5	15.8	24.0	35.5	22.4	21.7	33.6
21—Oshawa.....	34.8	38.2	16.4	27.5	27.7	14.9	.....	.....	19.8	18.9	33.0
22—Ottawa.....	34.3	37.0	16.9	29.7	27.1	14.1	21.9	32.4	21.0	18.7	31.2
23—Sault Ste. Marie.....	35.2	37.9	17.1	29.9	29.3	16.4	.....	32.8	21.7	20.1	32.4
24—Sudbury.....	33.8	37.6	15.6	29.5	29.6	16.0	21.8	33.5	21.2	19.8	33.6
25—Toronto.....	33.0	37.4	16.1	28.8	26.8	15.6	21.4	29.8	19.8	18.7	33.9
26—Windsor.....	34.3	37.7	16.4	30.0	27.8	15.4	22.0	26.5	20.7	.....	35.4
<b>Manitoba—</b>											
27—Winnipeg.....	34.9	39.2	14.4	29.1	27.6	14.9	23.2	32.0	22.6	20.6	39.6
<b>Saskatchewan—</b>											
28—Regina.....	35.8	38.8	13.4	31.0	29.5	16.8	24.8	34.6	21.8	23.6	39.0
29—Saskatoon.....	34.8	38.8	13.7	29.5	28.1	17.7	24.1	31.5	22.8	23.5	40.8
<b>Alberta—</b>											
30—Calgary.....	33.7	38.8	12.5	30.9	28.8	14.9	25.8	33.0	21.4	23.5	34.5
31—Edmonton.....	34.8	39.0	13.7	31.1	28.2	16.3	25.0	34.1	21.3	23.8	38.7
<b>British Columbia—</b>											
32—Prince Rupert.....	36.3	37.9	17.4	31.4	29.1	17.8	23.9	33.0	<sup>m</sup> 20.7	<sup>m</sup> 21.0	40.2
33—Trail.....	36.3	38.4	16.2	35.2	28.7	18.4	25.8	33.9	22.0	23.2	39.6
34—Vancouver.....	35.2	38.0	14.9	29.4	26.3	15.0	24.6	31.9	<sup>m</sup> 20.3	<sup>m</sup> 19.9	36.3
35—Victoria.....	35.8	37.8	16.3	29.1	26.4	15.3	23.8	31.1	<sup>m</sup> 19.2	<sup>m</sup> 19.9	32.4

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with



# FOODS AND COAL BY CITIES, AUGUST, 1952

	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per $\frac{1}{4}$ lb. pkg.	Coffee, medium quality in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
<b>Newfoundland—</b>									
1—St. John's.....	36.0	118.0	13.4	33.4	26.5	61.6	115.4	.....	23.04
<b>P.E.I.—</b>					n		v		
2—Charlottetown.....	24.0	67.7	13.8	25.7	28.4	51.5	117.5	.....	17.00
<b>Nova Scotia—</b>					n		v		
3—Halifax.....	21.9	86.7	11.7	25.6	25.6	51.6	112.2	.....	19.00
4—Sydney.....	25.8	96.0	13.2	28.5	27.1	51.2	117.8	.....	13.35
<b>New Brunswick—</b>					n		v		
5—Moncton.....	22.3	85.3	13.9	27.3	26.8	51.0	110.1	.....	18.50
6—Saint John.....	22.0	85.5	12.9	28.5	28.1	52.6	113.8	.....	19.94
<b>Quebec—</b>					n		v		
7—Chicoutimi.....	19.8	87.8	15.8	28.3	27.7	59.5	117.9	26.72	.....
8—Hull.....	18.9	76.4	13.1	26.8	25.7	54.8	109.6	26.50	.....
9—Montreal.....	16.9	63.2	11.7	29.4	24.8	56.3	108.0	27.17	.....
10—Quebec.....	18.1	73.8	14.2	27.7	26.3	57.3	110.3	26.00	.....
11—Sherbrooke.....	17.8	77.8	14.5	29.6	25.8	58.0	110.7	26.00	.....
12—Sorel.....	16.9	66.7	14.9	26.4	25.0	55.3	109.6	25.33	.....
13—Three Rivers.....	18.1	72.7	13.0	27.1	24.5	56.2	109.3	25.50	.....
<b>Ontario—</b>					n		v		
14—Brantford.....	19.0	79.0	11.4	29.7	24.4	54.6	101.9	25.50	.....
15—Cornwall.....	19.0	73.2	13.7	28.6	24.3	55.7	109.4	27.00	.....
16—Fort William.....	20.4	74.1	12.2	23.8	24.8	54.2	103.8	25.82	.....
17—Hamilton.....	19.1	82.2	11.9	28.7	24.8	55.7	104.4	25.00	.....
18—Kirkland Lake.....	19.8	93.0	13.9	29.3	30.8	56.8	100.2	.....	.....
19—London.....	19.1	80.8	12.7	27.1	24.2	55.5	104.3	25.00	.....
20—North Bay.....	20.5	88.5	12.2	.....	26.0	55.6	118.2	28.00	.....
21—Oshawa.....	19.3	77.4	11.4	29.2	24.5	55.3	101.6	26.00	.....
22—Ottawa.....	19.0	77.1	12.9	26.0	29.5	55.4	105.5	26.50	.....
23—Sault Ste. Marie.....	19.9	92.1	12.9	30.0	24.3	57.0	102.2	25.50	.....
24—Sudbury.....	19.3	90.8	12.4	26.3	26.0	55.1	104.2	27.00	.....
25—Toronto.....	19.0	81.5	11.1	28.4	24.3	54.2	101.7	24.25	.....
26—Windsor.....	18.9	80.4	10.2	29.7	24.3	55.0	103.0	25.00	.....
<b>Manitoba—</b>									
27—Winnipeg.....	19.9	59.3	11.8	28.1	26.8	52.8	99.7	.....	20.75
<b>Saskatchewan—</b>									
28—Regina.....	22.4	74.3	12.4	24.6	28.4	53.2	102.1	.....	18.10
29—Saskatoon.....	22.3	79.7	15.9	27.2	27.8	51.0	98.3	.....	16.95
<b>Alberta—</b>					n				
30—Calgary.....	23.7	78.0	12.7	27.3	25.5	53.1	99.2	.....	15.08
31—Edmonton.....	23.1	71.9	14.0	28.5	25.4	53.1	104.9	.....	8.30
<b>British Columbia—</b>					k				
32—Prince Rupert.....	25.2	83.9	11.4	26.4	25.9	54.4	101.1	.....	22.90
33—Trail.....	25.2	67.4	13.4	26.2	26.7	53.9	98.9	.....	19.25
34—Vancouver.....	20.2	64.1	9.7	23.9	24.4	52.3	96.7	.....	20.41
35—Victoria.....	21.8	58.5	9.0	28.3	24.4	52.4	101.0	.....	21.25

bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—  
carton and loose. (h) Evaporated milk 18-0 per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—  
Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)  
(Source: Dominion Bureau of Statistics)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Inque générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949	1938	1935	June, 1914 (e)	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1000
1922	(a) 120.4	(b) 119.7		(f) 183	(l) 185				(c) 164		110.1	(d) 125	
1926	121.8	126.4		(f) 172	185				162		106.3	(f) 118	
1928	121.7	122.5		(f) 164	176				161		106.6	1150	
1929	94.4	92.4		(f) 150	151	(q)			131	99	93.2		
1930	101.5	99.4	100.0	(f) 158	178	108		107.5	138	(m) 103	99.9	1029	748
1931	105.6	100.2	100.7	(f) 184	205	129		122.5	151	113	103.4	1051	782
1940	111.7	105.2	104.4	(f) 199	226	150		141.7	174	138	108.2	1111	810
1941	118.9	(n) 125.7	119.1	(f) 201	295	285		158.2	207	279	128.8	1270	872
1943	119.5	(n) 128.6	213.5	(f) 203	295	393		157.5	209	293	132.2	1270	884
1945	123.6	(n) 139.5	266.7	(f) 203	291	645		160.3	208	287	134.1	1278	891
1947	135.6	(n) 159.6	318.9	(f) 203		1030		162.1	217	279	139.7	1309	919
1948	155.6	(n) 171.9	336.0	(p) 99	(p) 99	1632	4847	172.4	224	281	147.8	1392	992
1949	160.8	(n) 170.2	336.0	(p) 100	(p) 100	1818	4915	175.9	222	278	153.2	1528	1009
1950	166.5	(n) 171.9	356.2	(p) 101	(p) 101	1945	4849	177.7	(e) 159.1	293	159.3	1669	1066
1951	184.5	(n) 185.6	409.0	(p) 114	(s) 109	(s) 130.1	5320	207.5	(e) 166.7	319	171.0	1906	1183
August	188.9	185.5	412.2	(f) 127	111	131.2	5373	210.6	188.3	319	172.1	2191	1207
September	189.8	187.6	412.6	(f) 128		132.0	5371	213.3	188.8	321	172.3		
October	190.4	187.4	423.3	(f) 129		135.7	5386	215.5	189.9	322	172.2		
November	191.2	188.6	428.2	(f) 130	113	140.4	5420	218.6	170.8	327	173.4		
December	191.1	189.1	432.7	(f) 130		142.9	5418	217.3	170.8	328	179.5	2303	1237
January	191.5	189.1	440.4	(f) 132		145.9	5419	217.7	171.0	331			
February	190.8	187.9	444.9	(o) 100.1	114	148.5	5416	218.5	170.8	333	181.6		
March	189.1	188.0	448.8	100.6		148.1	5399	220.3	170.8	326	182.1		
April	188.7	188.7		102.2		146.6	5459	223.1	170.8	325	182.0	2366	1253
May	186.7	189.0		103.9		144.5	5475	223.6	170.8	322	182.5		
June	187.3	189.6				143.1	5501	225.1	171.3	321	185.1		
July	188.0	190.8				142.8							1270
August	187.6												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-1950 are on base 1938 = 100. (s) New series on base 1949 = 100.

**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	July 1951	June 1952	July 1952
<b>All Commodities—</b>										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	243.7	226.5	225.5
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	202.0	218.6	216.1	212.2	208.1
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	267.7	212.7	245.7	247.1
III. Fibres, Textiles and Textile Products.....	81.7	220.4	128.1	97.8	98.9	246.7	265.0	293.5	252.8	232.6
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	258.3	285.5	303.7	285.9	293.5
V. Iron and Its Products.....	72.3	164.5	88.2	89.5	104.8	183.6	208.7	210.8	218.2	218.2
+VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	159.5	180.6	184.2	171.5	172.5
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	164.8	169.8	169.5	173.8	173.9
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	157.8	157.3	190.3	177.9	177.2
<b>Classified According to Degree of Manufacture—</b>										
I. All Raw (or partly manufactured).....	85.1	154.4	128.1	79.3	94.9	212.8	237.9	242.5	220.6	218.5
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	245.6	230.6	230.0
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.8	289.8	286.7	287.5
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	242.7	286.2	289.8	284.0	284.3
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	236.7	265.1	277.1	249.5	244.3
Field.....	.....	.....	137.2	69.3	83.7	191.9	193.4	195.4	227.6	213.3
Animal.....	.....	.....	144.4	69.2	101.5	281.4	336.9	358.9	271.4	275.3

† Gold is included from 1935 to date.

\* Arithmetically converted from base 1926 = 100.  
The indexes for 1952 are subject to revision.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1952*</b>						
January.....	15‡	15	5,749‡	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
May.....	28	42	14,434	22,973	247,733	0.27
June.....	27	40	44,704	59,364	708,382	0.77
July.....	24	47	8,802	55,737	881,318	0.95
August.....	19	43	6,295	15,018	205,515	0.22
Cumulative totals.....	162		103,619		2,409,878	0.33
<b>1951</b>						
January.....	18‡	18	6,255‡	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
May.....	32	40	7,250	8,038	35,167	0.04
June.....	41	53	15,289	15,937	128,510	0.14
July.....	18	36	7,326	11,249	119,598	0.13
August.....	26	44	21,305	28,215	226,622	0.25
Cumulative totals.....	191		70,431		574,147	0.08

\* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

ABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1952 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1952				
MINING—				
Copper refiners, Montreal, P.Q.	1	500	13,000	Commenced July 14; for a union agreement; untermiated.
Granite quarry workers, Beebe, P.Q.	1	55	1,155	Commenced July 28; for a union agreement providing for increased wages, two weeks' vacations with pay and pay for five statutory holidays following reference to arbitration board; untermiated.
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Rubber factory workers, Hamilton, Ont.	1	1,350	28,000	Commenced June 3; for a new agreement providing for increased wages and pension plan following reference to conciliation board; untermiated.
<i>Textiles, Clothing, etc.—</i>				
Rayon factory workers, Louiseville, P.Q.	1	452	10,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; partial return of workers; untermiated.
Clothing factory workers, Sherbrooke, P.Q.	1	174	3,000	Commenced March 13; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with the same take-home pay and guaranteed 36-hour week following reference to arbitration board; terminated August 29; negotiations; compromise.
Textile printers., Verdun, P.Q.	1	45	900	Commenced June 19; protesting dismissal of two workers; untermiated.
<i>Printing and Publishing—</i>				
Lithographers— Vancouver, B.C.	2	90	90	Commenced July 28; for a new agreement providing for increased wages following reference to conciliation board; terminated August 1; negotiations; in favour of workers
<i>Miscellaneous Wood Products—</i>				
Wood furniture factory workers, Durham, Ont.	1	137	2,900	Commenced July 21; for a union agreement providing for increased wages, union security, two weeks' vacations with pay and pay for seven statutory holidays following reference to conciliation board; untermiated.
Wood products factory workers, St. Stephen, N.B.	1	50	75	Commenced July 24; for a new agreement providing for increased wages, two weeks' vacations with pay after 10 years and time and one-half after 48 hours per week; terminated August 2; negotiations compromise.
<i>Metal Products—</i>				
Forged tools factory workers, St. Catharines, Ont.	1	78	1,200	Commenced June 12; for a new agreement providing for increased wages and other changes following reference to conciliation board; terminated August 22; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1952 <sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1952—Continued				
Metal products factory workers, Waterloo, Ont.	1	204	4,000	Commenced July 3; for a new agree- ment providing for increased wages, union shop, reduced hours from 45 to 40 per week and seniority following reference to conciliation board; untermiated.
Small arms factory workers, Drummondville, P.Q.	1	47	800	Commenced July 9; for a union agreement providing for increased wages and pay for statutory holidays; partial return of workers; untermiated.
		(3)		
Structural steel fabricators, Eastview, Ont.	1	55	1,000	Commenced July 22; for a new agreement providing for increased wages following reference to con- ciliation board; untermiated.
Foundry workers, New Glasgow, N.S.	1	60	420	Commenced July 28; protesting suspension of a helper for refusal to work on two floors instead of one; terminated August 9; return of workers; in favour of employer.
Shipbuilding— Shipyard workers, Lauzon, P.Q.	2	1,850	22,900	Commenced July 15; for a new agreement providing for increased wages following reference to arbitration board; untermiated.
Non-Metallic Minerals, Chemicals, etc.— Vitreous tile factory workers, Kingston, Ont.	1	160	2,500	Commenced March 20; for a new agreement providing for increased wages, union shop, pension and hospital plans following reference to conciliation board; terminated August 22; conciliation; com- promise.
Miscellaneous Products— Stamp and stencil factory workers, Hamilton, Ont.	1	12	20	Commenced May 20; alleged dis- crimination in lay-off of workers; employment conditions no longer affected by August 5; indefinite.
CONSTRUCTION— Buildings and Structures— Carpenters, painters and decorators, labourers, British Columbia.	.....	(4) 3,000	50,000	Commenced June 6; for new agree- ments providing for increased wages following reference to con- ciliation board; with the exception of Victoria all carpenters returned to work by August 25; untermiated.
Lathers, London, Ont.	.....	16	300	Commenced July 2; for new agree- ments providing for increased wages; terminated August 29; conciliation; compromise.
Lathers, Toronto, Ont.	.....	192	4,000	Commenced July 2; for new agree- ments providing for increased wages; terminated August 29; conciliation; compromise.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1952 <sup>(1)</sup>—Continued**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		

**Strikes and Lockouts in Progress Prior to August, 1952—Concluded**

Bricklayers, Oakville, Ont.	1	19	110	Commenced July 21; protest against punching time clock; terminated August 8; negotiations; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electricity and Gas—</i> Rural electrification labourers, Grand River, St. Peters area, N.S.	1	68	1,700	Commenced June 24; for increased wages; untermintated.
SERVICE— <i>Business and Personal—</i> Waitresses, Timmins, Ont.	1	11	200	Commenced May 23; for a union agreement providing for increased wages; employment conditions no longer affected by the end of August; indefinite.
Cleaners and dyers, Winnipeg, Man.	1	98	2,000	Commenced June 12; for union recognition and agreement; partial return of workers; untermintated.

**Strikes and Lockouts Commencing During August, 1952**

MINING— Gypsum quarry workers, Wentworth, N.S.	1	360	3,060	Commenced August 21; for a new agreement providing for increased wages; untermintated.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Canning factory workers, Leamington and Wallaceburg, Ont.	2	1,161	15,000	Commenced August 9; for a new agreement providing for increased wages, union shop and seniority following reference to conciliation board; terminated August 22; conciliation; compromise.
Biscuit and confectionery factory workers, Moncton, N.B.	1	268	2,900	Commenced August 18; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week and other changes; untermintated.
Bakery workers, Kelowna and Penticton, B.C.	2	<sup>(6)</sup> 65	195	Commenced August 28; for a new agreement providing for increased wages and reduced hours from 42 to 35 per week following reference to conciliation board; untermintated
<i>Animal Foods—</i> Fish processing plant workers, Bay Roberts, Nfld.	1	45	90	Commenced August 18; against working with three non-union carpenters; terminated August 19; negotiations; in favour of workers.
<i>Miscellaneous Wood Products—</i> Plywood and veneer factory workers, St. John's, Nfld.	1	150	2,250	Commenced August 1; for a union agreement providing for increased wages; terminated August 20; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1952<sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During August, 1952—Continued				
<i>Metal Products—</i>				
Boiler and radiator factory workers, Montreal, P.Q.	1	600	4,200	Commenced August 21; inter-union dispute <i>re</i> bargaining agency; unterminated.
Truck and trailer bodies factory workers, Weston and Swansea, Ont.	2	316	1,580	Commenced August 25; for a new agreement providing for increased wages and extension of vacation plan following reference to con- ciliation board; untermiated.
<i>Shipbuilding—</i>				
Shipyards workers, Montreal, P.Q.	1	<sup>(6)</sup> 1,537	13,800	Commenced August 19; for a new agreement providing for increased wages following reference to arbitration board; untermiated.
Shipyards workers, Port Arthur, Ont.	1	<sup>(7)</sup> 925	7,400	Commenced August 21; for a new agreement providing for increased wages, cost-of-living bonus, re- duced hours from 44 to 40 per week and hospital and pension plans following reference to conciliation board; untermiated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Brick and tile factory workers, Abbotsford and Kilgard, B.C.	2	109	160	Commenced August 7; for a new agreement providing for increased wages and pay for nine statutory holidays following reference to conciliation board; terminated August 8; negotiations; com- promise.
<i>Miscellaneous Products—</i>				
Upholstered furniture factory workers, Winnipeg, Man.	1	24	110	Commenced August 20; for a union agreement; terminated August 26; return of workers pending negoti- ations; indefinite.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Time keepers and warehousemen, Logy Bay and Redcliffe, Nfld.	1	<sup>(8)</sup> 20	20	Commenced August 15; for increased wages; terminated August 15; return of workers and replacement; in favour of employer.
Electricians, apprentices and helpers, Winnipeg, Man.	.....	162	1,620	Commenced August 18; for imple- mentation of award of conciliation board for increased wages in new agreement under negotiations; untermiated.
Electricians, Windsor, Ont.	.....	300	1,050	Commenced August 25; for a new agreement providing for increased wages and extension of vacation and hospital plans; terminated August 28; negotiations; compromise.
Carpenters, Nelson and Salmo, B.C.	6	88	220	Commenced August 27; for new agreements providing for increased wages to B.C. coastal rate; un- termiated.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Other Local and Highway—</i>				
Bus drivers and mechanics, Sydney, N.S.	1	32	350	Commenced August 19; for a new agreement providing for increased wages following reference to con- ciliation board; untermiated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1952<sup>(1)</sup>—Concluded**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During August, 1952—Concluded				
TRADE— Wholesale and retail meat workers, Quebec, P.Q.	2	90	760	Commenced August 15; for a new agreement providing for increased wages following reference to ar- bitration board; work resumed on August 16 at one establishment; unterminated.
SERVICE— Recreation— Film distribution workers, Vancouver, B.C.	8	43	480	Commenced August 16; for a new agreement providing for increased wages, time and one-half for over- time and double time for Sundays and statutory holidays following reference to conciliation board; work resumed on August 29 at one establishment; unterminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases in-  
complete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of  
termination is the last day on which time was lost to an appreciable extent.

(3) 25 indirectly affected;

(4) 5,000 indirectly;

(5) 11 indirectly affected;

(6) 1,044 indirectly affected;

(7) 40 indirectly affected;

(8) 800 indirectly affected.



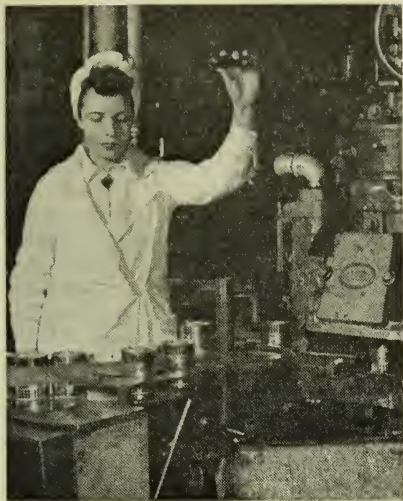
## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1952, BY GROUPS OF INDUSTRIES AND CAUSES**

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Prod. and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....						1							1
Struck by.....	5	16		18	16	16		15			4		90
(A) Tools, machinery, cranes, etc.....		1		2		3		2					8
(B) Moving vehicles.....				2	4	4		11			2		23
(C) Other objects.....	5	15		14	12	9		2					59
Caught In, On or Between, Machinery, Vehicles, Etc.....	2			4	8	5		1			1		21
Collisions, Derailments, Wrecks, Etc.....	19	6	1	4	9	11		17	7		11		85
Falls and Slips.....	3	12		5	14	17	4	8	2		11		76
(A) Falls on same level.....				1	1		1	1					4
(B) Falls to different levels.....	3	12		4	13	17	3	7	2		11		72
Conflagrations, Temperatures Extremes and Explosions.....	2	1		3	7	2			1				16
Inhalation, Absorptions, Asphyxiation, Etc.....				12	4						1		17
Electric Current.....		1		1	1	2	10	1					16
Over-exertion and Industrial Diseases.....				3	5	1		5	1		3		18
Miscellaneous Accidents.....				1									1
Total, Second Quarter —1952.....	31	36	1	51	64	55	14	47	11		31		341
Total, Second Quarter —1951.....	17	36	4	56	52	40	12	79	13	4	42		355

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1952**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		3	14	5	4	4			31
Logging.....				1	11	6				18		36
Fishing and Trapping.....						1						1
Mining and Quarrying.....	1		4		7	22	2		5	10		51
Manufacturing.....	1		3	2	15	24		3	3	13		64
Construction.....			3	1	10	19	4	2	2	14		55
Electricity, Gas, Water Production and Supply.....				1	8	4	1					14
Transportation, Storage and Communications.....	1			4	8	19		2	5	8		47
Trade.....					3	5		1		2		11
Finance.....												
Service.....					8	14		4	1	4		31
Unclassified.....												
Total.....	3		11	9	73	128	12	16	20	69		341



# ***Current***

## **LABOUR CONDITIONS**

Summary of the latest employment and labour information available when the Labour Gazette went to press (Nov. 13)

*By Economics and Research Branch,  
Department of Labour*

**E**MPLOYMENT levels continued to exhibit much the same firmness during October as they had shown in August and September. It was becoming apparent toward the end of October, however, that oncoming winter weather conditions and other seasonal influences were slowing down an increasing number of activities. Harvesting work, including bringing in a record wheat crop, was drawing to a close and releasing many workers. On the other hand, logging activity was gaining strength. Despite growing seasonal inactivity, it was evident that, aside from the greater strength shown by manufacturing as compared with last year at this time, favourable weather was allowing construction and sawmill activities to continue at a high level and thus to slow down the seasonal dip in employment usual at this time.

The number of applications for employment on file with the National Employment Service substantiates this strength in the employment picture. At October 30, 1952, applications on hand totalled 148,600, a rise of fewer than 6,000 during the month, and nearly 7,000 below last year's level at the same date.

### **Employment Conditions**

Many seasonal shifts in employment take place at this time of the year. Farm employment declines, as do activities in fishing, canning and preserving, the beverage industries, farm implement manufacturing and the production of automobiles and parts. As an offsetting influence, logging employment rises, as do activities in certain consumer goods industries and distributive services.

This year, aside from seasonal influences, some consumer durable goods industries have regained much of the strength lost during the latter part of 1951 and early 1952. Further, the late summer surge in housing construction has helped to bolster the general employment level. Favourable weather throughout the country is prolonging a high level of activity in this field. However, the number of housing starts are declining in anticipation of winter.

Sales statistics continue to reflect the strong consumer demand which is sustaining a high employment level. The volume of retail sales in September was seven per cent above last year's level in the same month. Department store sales for October show a continuation of this higher sales level.

Some divergence in the over-all employment level is indicated in the following table. The number of applications on file at National Employment Service offices in Ontario and the Prairies shows particularly the change in current employment levels as compared to last year. Aside from the high level of residential construction at this time of the year, Ontario reflects the improved conditions of the consumer durable industries, and the Prairies the high level of construction as well as the final stages of a large harvest. British Columbia, also, shows the effect of the strike in

construction during the summer—hence a rush to complete as much work as possible before winter sets in.

#### NES Applications

	Oct. 30, 1952	Oct. 2, 1952	Nov. 1, 1951
Atlantic. . . .	18,827	17,906	16,865
Quebec. . . .	45,153	44,251	43,194
Ontario. . . .	44,554	42,174	53,798
Prairie. . . .	17,321	14,970	19,194
Pacific. . . .	22,786	23,538	22,457
Canada. . . .	148,641	142,839	155,508

\*Preliminary figures.

The strong employment level was reflected in October in the light volume of lay-offs. A temporary lay-off of 1,500 took place in Windsor at the Chrysler Corporation. Otherwise, non-seasonal lay-offs in Ontario were light; some short time and lay-offs occurred in the textile industry in Quebec; similarly, lay-offs were light in the Prairie region and British Columbia. A few lay-offs from fish plants and sawmills took place in the Atlantic region.

#### Industrial Relations†

The remaining major agreements for 1952 in the pulp and paper industry were concluded during October. Four of Canada's leading paper companies have renewed their labour contracts with six unions affiliated with the American Federation of Labour and the Trades and Labour Congress of Canada. This agreement, affecting 5,000 workers, provides for a general wage boost of 10 per cent. The hourly base rate of mill workers increases from \$1.25 to \$1.38. Besides the wage boost, the new contract includes a reduction of the work week to 44 hours and an increase in shift differentials.

Another agreement reached between nine fine-paper companies and three unions covers 6,000 employees. The main features of this agreement are: reduction of the work week from 48 to 44 hours with the same pay, effective January 1, establishment of a common wage differential throughout the industry for night shifts and a bonus of three cents an hour from now until the shorter hours become effective.

Two collective agreements in the aircraft industry were signed in October, both for

a two-year period. Some 8,000 Montreal employees of Canadair—members of the International Association of Machinists Lodge 712 (AFL-TLC)—received a wage increase ranging from 12 to 25 cents. In Toronto, 1,500 employees of DeHavilland Aircraft Limited, represented by the United Automobile Workers (CIO-CCL), got an immediate nine to 12 cents increase, plus two cents more every six months during the life of the agreement. Both the Canadair and the De Havilland contracts include a cost-of-living escalator clause of one cent per 1.3 point rise in the cost-of-living index.

The extended strikes at Vickers in Montreal and among the salmon fishermen of the west coast were settled during October. About 1,500 employees of Vickers, members of the CCCL, had been on strike since August 19. Their new contract provides for a 12 cents wage increase, one additional statutory holiday and a secret ballot to be held later on check-off of union dues. The west coast fishermen's strike involved between 3,000 and 4,000 members of the United Fishermen and Allied Workers' Union (TLC). Settlement of the longest fishing tie-up in this industry was based on a complicated minimum price agreement worked out by government conciliators.

In addition to the two aircraft agreements already mentioned, three other contracts of some importance were signed in three different industries, all for a two-year period, with a wage reopening clause after one year. In Quebec, Dominion Textiles has entered into such an agreement with 6,000 of its employees, members of *La Fédération Nationale Catholique du Textile* (CCCL) at Sherbrooke, Magog, Drummondville and St. Grégoire de Montmorency. The contract includes an 11-per-cent wage increase. In the steel industry, Algoma Steel, at Sault Ste. Marie, came to terms, except on job evaluations, with 6,000 employees, members of Local 2251, United Steelworkers of America (CIO-CCL). The new contract provides for a 22-cent increase, bringing the basic rates in line with those of steel workers in the United States.

An increase of eight cents an hour across the board coupled with a non-contributory pension plan are the highlights of a new working agreement reached by Local 73 of the United Rubber, Cork, Linoleum and Plastic Workers of America (CIO-CCL) and the B.F. Goodrich Rubber Company of Canada, Ltd. About 1,500 employees of the company's plant at Kitchener are covered by the pension plan and the contract.

†Information on collective bargaining agreements made during the month is based on press reports.



# CURRENT LABOUR STATISTICS

(Latest available statistics as of November 13, 1952)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Aug. 16	5,419,000	—	+ 1.4
Persons with jobs (a).....	Aug. 16	5,333,000	—	+ 1.3
Persons without jobs and seeking work (a).....	Aug. 16	86,000	—	+11.7
Registered for work, N.E.S.				
Atlantic.....	Oct. 30	18,827	+ 5.1	+11.6
Quebec.....	Oct. 30	45,153	+ 2.0	+ 4.5
Ontario.....	Oct. 30	44,554	+ 5.6	-17.2
Prairie.....	Oct. 30	17,321	+15.7	- 9.8
Pacific.....	Oct. 30	22,786	- 3.2	+ 1.5
Total, all regions.....	Oct. 30	148,641	+ 4.1	- 4.4
Ordinary claims for Unemployment Insurance benefit.....	Oct. 1	92,627 (c)	- 9.2	+11.4
Amount of benefit payments.....	September	\$5,710,886	- 8.5	+65.2
Index of employment (1939 = 100).....	Sept. 1	190.1	+ 0.7	+ 2.5
Immigration.....	September	9,267	-17.9	+ 4.2 (b)
<b>Industrial Relations—</b>				
Strikes and lockouts — days lost.....	October	165,009	—	+271.9 (b)
No. of workers involved.....	October	13,322	—	+43.5 (b)
No. of strikes.....	October	38	—	-16.3 (b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	Sept. 1	\$54.54	+ 1.2	+ 7.7
Average hourly earnings (mfg.).....	Sept. 1	\$1.30	+ 0.5	+ 7.5
Average hours worked per week (mfg.).....	Sept. 1	41.6	+ 1.2	+ 0.2
Average weekly earnings (mfg.).....	Sept. 1	\$53.91	+ 1.8	+ 7.7
Cost-of-living index (av. 1935-39 = 100).....	Oct. 1	185.0	- 0.8	- 2.8
Consumer price index (av. 1949 = 100).....	Oct. 1	116.0	- 0.1	- 0.9
Real weekly earnings (mfg. av. 1949 = 100).....	Sept. 1	111.3	+ 1.6	+ 8.1
Total labour income.....\$000,000	August	922	+ 1.9	+10.7
<b>Industrial Production—</b>				
Total (av. 1935-39 = 100).....	August	208.3	- 1.5	+ 1.4
Manufacturing.....	August	210.7	- 1.8	+ 0.1
Durables.....	August	248.5	- 1.2	+ 2.1
Non-durables.....	August	188.6	- 2.2	- 1.5
<b>Trade—</b>				
Retail.....\$000,000	August	959	- 0.7	+ 6.9
Exports.....\$000,000	September	336	- 2.7	+ 4.9
Imports.....\$000,000	September	349	+15.3	+12.1

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Effective August 1, 1952 claimants on temporary mass lay-offs excluded from total of claimants.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the *Labour Gazette*.

# Notes of Current Interest

## **Employment and Payrolls At New Peaks Sept. 1**

Employment, payrolls and average weekly wages and salaries in Canada's principal industries climbed to new peak levels at the beginning of September. According to the Dominion Bureau of Statistics, the advance index of employment rose to 190.1 from 188.8 at August 1, the payrolls index advanced to 441.6 from 433.3 a month earlier and average weekly wages and salaries increased to \$54.54 from \$53.89 at the beginning of August.

A year earlier, the figures were: employment index, 185.4; payrolls index, 400.2; weekly wages and salaries, \$50.66.

## **Canadian Labour Income Sets New Record in July**

For the first time, Canadian labour income during one month has exceeded \$900,000,000. In July it reached a record total of \$905,000,000, according to estimates by the Dominion Bureau of Statistics.

This year's July total was \$13,000,000 above that for June and \$78,000,000 above July last year.

Substantial gains have been shown in each month so far this year, compared with 1951. The cumulative total for the first seven months of the year climbed to a new peak for the period of \$6,058,000,000 as compared with \$5,411,000,000 for the same period last year.

### **Income by Industry**

Labour income in manufacturing in July totalled \$297,000,000, as compared with \$276,000,000 in July last year, bringing the total for the January-July period to \$2,040,000,000 as against \$1,853,000,000 in the corresponding period in 1951.

July total for utilities, transportation, communication, storage and trade advanced to \$229,000,000 as compared with \$209,000,000, and to \$1,534,000,000 from \$1,381,000,000 for the seven months.

In finance and services, including government, the July total rose to \$197,000,000, as compared with \$178,000,000, and to

\$1,329,000,000 from \$1,157,000,000 in the seven-month period. Labour income in construction in the month increased to \$87,000,000 from \$68,000,000, and to \$483,000,000 from \$383,000,000 in the seven months.

### **Primary Industries**

In the primary industries—agriculture, forestry, fishing, trapping and mining—the July total was slightly lower at \$65,000,000, compared with \$66,000,000, but there was a gain in the seven months to \$470,000,000 from \$422,000,000.

Supplementary labour income was unchanged in July at \$30,000,000 but the seven-month total rose to \$202,000,000 from \$185,000,000.

## **Toronto CMA Awards Technical Scholarships**

Indicating its interest in furthering technical education, the Canadian Manufacturers' Association has donated 140 scholarships for the current year out of the Toronto Branch Technical School Scholarship Fund.

Since the establishment of the fund in 1912, at the time the Toronto Central Technical School was built, some \$60,000 has been subscribed.

### **As an Encouragement**

The scholarships are valued at \$25 each and are awarded to deserving second and third year students, both boys and girls, in industrial courses in Toronto area technical schools as an encouragement to them to complete their training. Winning students are selected by principals and teachers.

Frequently, scholarship winners find employment with the firms whose scholarships they have won.

## **September Immigrants Fewer Than Last Year**

In the first nine months this year, a total of 135,296 immigrants entered Canada, compared with 129,885 in the same period of 1951.

For the fifth successive month, arrivals in September were fewer than in the corresponding month last year. This fact indicates that by year's end fewer immigrants will have entered Canada than was the case last year.

In 1951, approximately 195,000 immigrants came to this country, the largest number for any year since 1913, when about 500,000 arrived.

## **Both Housing Starts, Completions Rise in Aug.**

Both starts and completions of new dwelling units increased in August. Starts were 27 per cent higher than in the same month last year and completions rose 11 per cent.

This was the first gain in completions recorded this year, although the increase in starts was the third in a row.

At the end of August there were six per cent fewer new dwelling units in various stages of construction than at the same time last year.

### **Construction Starts**

Construction was started on 9,461 dwelling units in August, compared with 8,759 in July and 7,461 in August, 1951. In the first eight months of this year, starts totalled 53,511 units, slightly above last year's corresponding total of 52,049.

Completions in August numbered 7,911 units, compared with 4,715 in July and 7,183 in August last year. Completions during the first eight months of the year, however, dropped to 40,966 units from 50,803 in the same period of 1951.

The carry-over of uncompleted dwellings at the end of August was 56,289 units, compared with 59,867 at the same time a year ago.

## **Civil Service Group Affiliates With TLC**

Delegates to the third triennial conference of the National Unemployment Insurance Commission Employees' Association at Ottawa in October voted unanimously in favour of affiliation with the Trades and Labour Congress of Canada. The Association will retain its membership in the Civil Service Federation of Canada.

(The TLC later announced that affiliation of the UIC Employees' Association brings to more than 35,000 the number of government employees who are members of the Congress.)

Chief among the subjects considered by the conference were the following:—

1. General application of the five-day week. (It is already in operation in Montreal and Toronto.)

2. A modified form of collective bargaining on wages and working conditions.

3. Cash pay for overtime at the rate of time-and-a-half.

4. Annual review of salaries.

5. Equal pay for temporary and permanent employees.

6. Average salary of last five years, instead of ten years, to be used in computing rate of superannuation.

Guest speakers included the Hon. Milton F. Gregg, Minister of Labour.

J. P. Wilson, of Vancouver, was elected President, to succeed J. A. Dupont. M. P. Fitzpatrick of Ottawa is Secretary-Treasurer.

Other officers elected were: Vice-Presidents, J. R. R. Belanger of Quebec and Georges Cheverie of Charlottetown; Provincial Representatives, Orvel Dove, Alberta; Miss Kathleen Leddy, British Columbia; Murdo Campbell, Manitoba; W. A. D. Trent, New Brunswick; T. K. Morley, Nova Scotia; William Russell and Ken Marsh, Ontario; Robert Belisle and Ernest St. Louis, Quebec; and W. D. Porter, Saskatchewan.

The convention was attended by 300 delegates, representing 5,400 Commission employees throughout Canada.

## **Pension Scheme Permits Workers to Switch Jobs**

Pension schemes allowing mobility of labour have been effected in the Toronto-Hamilton area by the Amalgamated Clothing Workers of America (CIO-CCL). Under the new plan, the 4,000 workers covered may move from one job to another within the industry without sacrificing pension rights.

Under this pension plan, workers with 20 years' service in the industry, and 10 years' membership in the ACWA, are eligible for a \$40 monthly pension at age 65. Retirement, however, is not compulsory at this age.

The pension fund is wholly provided by the industry's employers in the area—the Associated Clothing Manufacturers and the Merchant Tailors' Association of Toronto.

## **Named to Head Quebec Minimum Wage Board**

Dr. Marc Trudel, of Shawinigan Falls, former Minister of State in the Quebec provincial Cabinet, has been named President of the Minimum Wage Commission. He succeeds Magistrate F. X. Lacoursière, now retired.

Premier Duplessis announced the appointment of Dr. Trudel late last month. The new President was defeated in the last Quebec elections.

The other members of the Commission are: Vice-President Candide Rochefort and Commissioners Thomas Aubry, Bruno Blais, and Eugène Dussault.



## **Move of Harvest Labour To West is Completed**

When the organized movement of harvest workers from Ontario and Quebec to the Prairie Provinces ended in mid-October, a total of 3,288 men had made the trip to assist in harvesting this year's record grain crop.

The movement was handled by machinery set up under the Federal-Provincial Farm Labour Agreements (L.G., Sept., p. 1167).

Last month the National Employment Service began recruiting approximately 4,000 workers to pick potatoes in Maine, New York and North Dakota. Some of these workers will help other harvest operations in the United States.

Organized movements of farm workers recruited by NES for interprovincial transfer this year have included berry pickers from Alberta and Saskatchewan to British Columbia; workers from the Prairies and the Maritimes, including Newfoundland, to help harvest hay and grain crops in Ontario; from Nova Scotia to Prince Edward Island for hay making and potato harvesting; and from Ontario and Quebec to the Prairie Provinces for grain harvesting.

## **Canada's Aid to Ceylon To be Fishing Equipment**

Under the six-year Commonwealth Colombo plan Canada will provide Ceylon with gifts of a \$500,000 refrigeration plant and three fishing vessels. The money is part of Canada's \$25,000,000 contribution to the plan this year.

The Trade Department has announced that negotiations are now under way in the United Kingdom to buy one of the ships—a 145-foot deep-sea trawler—costing about \$145,000. The other two vessels, at \$45,000 each, will be built by Sterling Shipyards Ltd. of Vancouver. These will be equipped with diesel motor and radio.

### **\$3 Million Total**

The fish refrigeration plant, built in Canada of Canadian design, together with technical assistance on how to harvest the tropical seas around the island, is expected to cost about \$1,000,000. Further aid to Ceylon will bring Canada's total contribution to that country to about \$3,000,000.

India and Pakistan will share the remainder of the \$25,000,000. With the exception of a \$5,000,000 shipment of wheat to India and the development of hydro projects in Pakistan, the spending of the remainder has not yet been decided.

Donald M. Aywood of Vancouver, a B.C. Packers Ltd. official, inspired the Ceylon fisheries project after a year in Colombo as consultant to the Ceylon fisheries ministry.

## **Truman to Ask More Aid For Underdeveloped Asia**

A more ambitious program of economic aid to Asiatic areas is being prepared by President Truman's aides, the *New York Journal of Commerce* reports. Broader than the "Point Four" concept of government technical assistance to underdeveloped areas, the program contemplates granting substantial amounts of capital for development projects. Some private funds have already begun to move into the Philippines, Japan and India.

### **Size Not Determined**

President Truman will submit the new program to Congress in his budget message next January. Its ultimate size has not yet been determined; but officials hope that the President will ask Congress for more money for Asia than he unsuccessfully sought in his last budget.

The Administration got \$67,793,000 from Congress during this fiscal year for Point Four development of Asia. This was a cut of more than 50 per cent from the President's original request.

General Eisenhower, who will be the next President of the United States, has endorsed greater economic aid to Asia.

## **Former President of Railway Carmen Dies**

Felix H. Knight, a past president of the Brotherhood of Railway Carmen of America, died October 14 in Kansas City, Missouri. He was 74 years of age.

Mr. Knight began working on the railroad at the age of 16 and joined the union in 1902 when it comprised 5,000 members. In 1913 he was made Assistant President and in 1935 President of the Brotherhood, which now has more than 170,000 members, 21,900 of whom are in Canada. He retired at the end of 1949.

For 15 years Mr. Knight was a member of the AFL executive council and took part in many of the Federation's national and international activities. For a while he was on the staff of the Economic Cooperation Administration as a labour adviser to the Marshall Plan agency.

## **Urges Technical Training Institutions in Asia**

A network of technical training institutions in Southern Asia to overcome a critical shortage of skilled labour in that area has been proposed by Geoffrey Wilson, head of the Colombo Bureau for Technical Co-operation.

Such a plan would require money, equipment and manpower, the Colombo official stated, but it would be one of the most valuable forms in which the West could assist the poverty-stricken Asiatic states.

In a recent speech before the Ottawa branch of the United Nations Association, Mr. Wilson revealed that poverty on a massive scale is steadily worsening in Southern Asia. Where there were nine mouths to feed 12 years ago, there are now ten, he said, but the volume of food crops has not kept pace. As a result, there is even less food to go around than in previous years.

The six-year \$5,000,000,000 Commonwealth Colombo Plan to aid the area's economy helps to block the spread of poverty and to lay the foundations of a more prosperous country, he declared. So far, Canada's total contribution to the plan has been \$50,000,000.

Mr. Wilson said the West can help Southern Asia by providing equipment for new developments and technical experience. A good many Canadian experts have already been provided to the area but the only solution to the shortage of skilled men required is to create the necessary training institutions within the area itself, he asserted.

## **"Industry Must Accept Apprenticeship System"**

The apprenticeship system must again be accepted by all industry as part of our way of life, declared Roy H. MacCuish, Director of the Industrial Training Division of the Nova Scotia Department of Labour recently.

In an address to the Halifax Gyro Club, Mr. MacCuish said that Canada's industrial future depends on an adequate supply of skilled technicians. The 30,000 apprentices trained annually in the country should be increased to 50,000, he said.

Nova Scotia could train twice as many tradesmen as it does at present and place them in employment, if there were training facilities available, Mr. MacCuish stated.

"There is a great responsibility on the part of employers in developing a program

to provide for an apprenticeship system," he said. "The stumbling block is the indifference on the part of many individual employers and some trade unions." Some unions insist that the number of apprentices in some industries be limited to a quota, he added.

## **Army Needs Tradesmen, Will Train "Apprentices"**

Evidence of the shortage of skilled labour in Canada is the decision of the Department of National Defence to put into operation a training and enlistment scheme for "apprentice soldiers".

Youths who have reached the age of 16 years and who pass certain aptitude tests will be enrolled for specialized training in army trades at corps schools at various points throughout Canada.

A certain amount of academic training will be given during the courses, particularly in trades which require specialized knowledge in such subjects as mathematics and science.

Enrolment will begin on January 2 next and about 200 youths will be selected for the first course opening in mid-January. They will be signed on for a period of seven years but may, if they wish, take their release at the end of five years.

French-speaking students will be enrolled in a special wing at the Canadian Army Training School at Valcartier, Que.

## **CMA Urges Government Take Anti-Dumping Steps**

The Executive Council of the Canadian Manufacturers' Association has urged that adequate government measures be taken to protect the Canadian market from dumping of foreign goods.

At its recent meeting in Montreal, the Council stated that the principal and lasting market is the home market. It defined dumping as not only the interpretation of such under the present law but also the dumping of goods on the Canadian market at less than cost of production plus a reasonable mark-up.

It was felt that Canada should make use of the "escape clause" in the general agreement on tariffs and trade as was done in the United States and that adequate opportunities should be provided by the Government for hearings by interested parties under this clause.

The council declared that extension to the Japanese of most-favoured-nation treatment would cause a dangerous situation in many Canadian industries.



## **Labour's Share of Coal Production Cost Declines**

Labour costs in Canada's coal mining industry accounted for a smaller percentage of the total cost of production in 1951 than they did the year before.

According to the annual financial survey of the industry prepared by the Dominion Coal Board, labour accounted for 59 per cent of total costs, slightly less than the 60 per cent indicated by returns for 1950.

Combined expenditure for labour and workmen's compensation was \$68,711,000, the cost per ton being \$3.80.

The total expenditure for stores and materials was \$14,992,000, or 83 cents per ton, an increase of six cents over the 1950 figure.

Compared with 1950, labour, stores, power, interest and administration and miscellaneous costs per ton increased. Workmen's compensation decreased, while other elements of cost remained the same.

### **Productivity**

Production per man-day increased in New Brunswick, the Alberta domestic and bituminous fields, British Columbia and the Canadian industry as a whole. It decreased in Nova Scotia, Saskatchewan and the Alberta sub-bituminous field.

The Coal Board suggests that the percentage of strip-mined coal to total production be taken into account when comparing area results and the change from 1950.

In New Brunswick 67.7 per cent of total production was strip-mined coal, an increase of 22.4 per cent over 1950. The corresponding percentages for Saskatchewan were 99.7, an increase of .9 per cent; for British Columbia 18.5, an increase of 2.3 per cent; for Alberta (domestic) 33.5, an increase of .3 per cent; (sub-bituminous) 37.3, a decrease of 3.7 per cent; (bituminous) 43.1, an increase of 4.3 per cent; and for Canada as a whole 31.7, an increase of 2.3 per cent.

## **Laval Quarterly Praises Labour Department Films**

The film preview service of the federal Department of Labour has been given prominent mention in the September issue of the quarterly bulletin *Industrial Relations*, published by Laval University. A large share of an article "Films for Use in Canadian Industry" is devoted to a description of the Department's catalogue and film service, film library and films produced for the Department.

For the past three years, the Department has distributed a catalogue and supplement

of films and film strips relating to industry. The catalogue lists more than 250 titles on a variety of industrial matters, including such subjects as safety, training of supervisors, industrial relations and fire prevention.

### **Film Service**

Films are circulated in blocks of four or five throughout the country so that interested persons may examine them. The purpose of this film service is to encourage groups of industries or libraries to establish local collections of industrial type films.

The Department's film library contains films drawn from many sources, including several produced by the National Film Board for the Department, and dealing mainly with safety and labour-management relations. The safety series *Accidents Don't Happen* contains such titles as *Safe Clothing, Falls, Handling Machines and Organization*. No. 6 in the series, *Safety Supervisor*, won first prize in the social problems category at this year's Venice (Italy) film festival (L.G., Sept., p. 1249).

### **LMPC Films**

A film on industrial relations, entitled *Take It Up With the LMPC*, shows the workings of labour-management production committees in several factories. An animated colour cartoon film *Teamwork, Past and Present* shows the benefits of co-operation from earliest times.

Other films produced by the National Film Board for the Labour Department are *Date of Birth*, a film encouraging employment of the older worker, and *ILO*, the story of the work of this organization on behalf of better standards of social welfare in industry throughout the world.

Information about the catalogue and the film library may be obtained from the Information Branch of the Department of Labour, Ottawa.

## **Civil Service Employees, Payrolls Increase in Year**

The total number of permanent and temporary civil servants on the payroll of the federal Government increased by 5.7 per cent in the fiscal year ended March 31, 1952, while their salaries rose 13.8 per cent, according to the Dominion Bureau of Statistics.

At the end of March this year there were 131,646 permanent and temporary employees, compared with 124,580 a year earlier. Salaries amounted to \$340,045,138 compared with \$298,977,014.



## **Mosher's Retirement Highlights CBRE Meet**

The retirement from office of its founder and president for 44 years, A. R. Mosher, overshadowed all other activity at the week-long triennial convention of the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) in Ottawa September 15 to 19. Mr. Mosher was succeeded by Harry A. Chappell, since 1933 western general representative of the union.

Mr. Mosher's resignation was unexpected. All likelihood of opposition to his re-election evaporated when the convention voted, 190 to 162, to uphold the Executive Board's expulsion from office and from the union of Secretary-Treasurer James E. McGuire (L.G., April, p. 441). Mr. McGuire had announced that, were he reinstated, he would oppose Mr. Mosher for the presidency.

The convention voted unanimously to name Mr. Mosher honorary president and to grant him a \$6,000-a-year pension.

In his address at the convention's opening session, Mr. Mosher suggested a united front of all unions in the railway industry. (The CBRE and 17 AFL railway unions now join in a common negotiating committee.)

"We must wholeheartedly co-operate with other unions in the transportation industry," he said, "by avoiding every semblance of raiding or other activity which might be regarded as unfair practice by those unions with which we act jointly in collective bargaining."

He also called for price controls, protection against unemployment and an increase in unemployment insurance benefits, an increase in the basic pensions of Canadian National Railway employees and in government old age pensions, and adoption of an escalator clause for old age pensions. He termed the lack of a health insurance plan "the biggest gap in our social security system".

The convention adopted a resolution urging federal, provincial and municipal governments to recognize and bargain with unions of their employees on the same basis as private industry. Government employees, the resolution declared, should be granted the 40-hour, five-day week; union security; sick leave and furlough; and wage rates subject to negotiation, not "arbitrarily set".

The union's constitution was amended to make compulsory the retirement of union officers at the age of 65 years for men, 60 for women. (Mr. Mosher, who

is 72 years of age, had announced his retirement before this amendment was voted on.)

Mr. Chappell's election as successor to Mr. Mosher was unanimous, five other nominees having declined to run. Elroy Robson was returned as Vice-President. D. N. Secord was elected National Secretary-Treasurer, a post he had filled since the expulsion last March of Mr. McGuire.

Elected to the Executive Board were: J. Close, Toronto; W. J. Smith and J. E. Corbeil, Montreal; G. Adcock, Winnipeg; G. Lowe, Moncton; and J. R. Grealy, Victoria. Named to the Board of trustees were G. Swindles, Halifax; C. J. Taylor, Cobalt; and J. Tessier, Quebec.

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## **Paid Vacation Provisions In 95% of U.S. Contracts**

Ninety-five per cent of this year's collective bargaining agreements in the United States contain provisions for paid vacations, according to a recent survey by the Bureau of Labour Statistics. In 1940, the report notes, paid vacations were the exception rather than the rule.\* The BLS surveyed 1,064 agreements covering 5,266,000 workers.

In 84 per cent of these contracts, the vacation period is scaled according to length of employment. Maximum length of vacation in 48 per cent of the contracts is three weeks, usually after 15 years' service. To get a two-weeks' vacation, most workers have to be employed at least five years.

One-fourth of the agreements allow the employer to grant pay in lieu of vacation to meet production requirements, and more than 65 per cent call for vacation pay to employees who leave the company.

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## **Railroad Trainmen Mark 69th Anniversary**

On September 23, the Brotherhood of Railroad Trainmen celebrated its 69th anniversary.

According to the latest figures, the Brotherhood has 104 locals throughout Canada with a total membership of 21,318.

Canadian Vice-Presidents are L. C. Malone of Winnipeg and A. J. Kelly of Ottawa. The legislative representative for the Dominion is A. H. Balch of Ottawa.

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\*In Canada 90 per cent of plant workers and more than 98 per cent of office employees are eligible for two weeks' vacation after completing service requirements, usually of one year (L.G., Aug., p. 1039).

## **Beck Succeeds Tobin as President of Teamsters**

After 45 years as President of the International Brotherhood of Teamsters (AFL) Daniel J. Tobin has stepped down. He is succeeded by Dave Beck, formerly Executive Vice-President.

Mr. Tobin announced his decision to retire at last month's Los Angeles convention. Declining nomination for re-election, he in turn nominated Dave Beck for the office. Mr. Beck was elected by acclamation.

Born in Ireland in 1875, Mr. Tobin entered the United States at the age of 14 years. He began his new life in Boston as the driver of a horse-drawn truck. A fighter and crusader all his life, he built up the International Brotherhood of Teamsters from a tiny group to what he now claims to be the largest trade union in the world.

### **Important Offices**

Mr. Tobin has held many important offices. He served as chairman of the labour division of the Democratic National Committee in each of the New Deal campaigns and was sent by President Franklin D. Roosevelt to England in 1942 to investigate and report on labour conditions there. He was, at one time, Treasurer of the American Federation of Labour and also Vice-President.

As Executive Vice-President, Dave Beck has been closely associated with Daniel Tobin. He was instrumental in organizing the Western Conference of Teamsters, which occupies a key position in trade union affairs along the West Coast.

In his presidential address, Mr. Tobin told the convention that the International Brotherhood of Teamsters now has "the largest membership of any labour union in this or any other country". He gave the membership as 1,250,000.\*

### **Per Capita Tax**

Mr. Tobin proposed that the per capita tax payable to the international by its locals be increased from 30 cents a month—the figure set in 1920—to 40 cents. This would, he said, almost double the union's assets, listed at more than \$26 million, and also provide \$50 in the union treasury for each member.

\*Next largest is the UAW-CIO, with 1,180,204 members (L.G., Sept., 1952, p. 1171). The Transport and General Workers' Union of the British TUC reported a membership at December 31, 1950, of 1,109,343.

The convention, at which some 1,900 delegates were in attendance, voted in favour of strengthening the union's ban against admitting Communists to membership, by extending it to include supporters of communist doctrines.

The delegates also voted an increase in the salaries of the President and Secretary-Treasurer, from \$30,000 to \$50,000 a year. The retiring President opposed the motion, as he did last year when increases were proposed.

The convention gave its endorsement to the Democratic candidate in the presidential election.

## **Married Women at Work On Increase in U.S.**

Married women in the labour force of the United States numbered 10·2 million in April, 1951. The Department of Labour of the State of New York reports that since 1944 the number of working wives has risen on the average about 250,000 annually. In 1944 they totalled only 8·4 million.

In contrast, the number of single women in the labour force has dropped from 7·5 million in 1944 to 5·4 million in 1951.

Of the 18,602,000 women in the labour force in 1951, working wives represented 55 per cent. Of the 18,450,000 women working at the peak of World War II, they formed 44 per cent, and of the 13,840,000 in 1940, only 36 per cent.

The proportion of working wives has risen steadily in the post-war period. The United States Bureau of the Census estimates that 26·7 per cent of the married women were working in April, 1951, compared with 25·6 per cent in the same month of the wartime year 1944. During this seven-year period, the number of married women in the population has risen from 32·9 million to 38·1 million.

## **UMW Fund Pays Out \$126 Million in Year**

The United Mine Workers welfare and retirement fund paid out \$126,338,269 to more than 250,000 beneficiaries in the fiscal year ending June 30. The revenue level indicated that the fund was collecting on 88 per cent of the bituminous coal produced in the United States.

More than 40 per cent of the disbursements were pension payments. In addition, the UMW fund provides hospital and medical care, rehabilitation of disabled workers, death and disaster benefits, etc.



## **17,000 Quebec Accidents Compensable in 1951**

The annual report of the Quebec Industrial Accidents Prevention Association Inc. shows that 17,824 compensable accidents occurred in 1951 in the 17,542 industries represented by this safety organization. Moreover, there were 42,798 accidents requiring medical aid.

Twenty of the 24 classes of industries are represented by the Quebec Association, while the other four classes are represented by their own organizations: the Quebec Lumbermen's Accident Prevention Association Inc., the Quebec Public Utilities Safety Association, the Western Quebec Mines Accident Prevention Association and the Quebec Pulp and Paper Safety Association. C. E. Kirkpatrick of the Steel Co. of Canada is President of the Quebec Association.

The causes of the 17,824 compensable accidents are classified as follows: handling, 4,303 or 24.1 per cent; walking or knocking against objects, 4,117 or 23.1 per cent; falls, 2,565 or 14.4 per cent; falling objects, 2,420 or 13.6 per cent; machinery, 2,345 or 13.1 per cent; hand tools, 658 or 3.7 per cent; vehicles, 293 or 1.6 per cent and other causes, 1,123 or 6.4 per cent.

During the last year the Association's 13 safety officers made 18,045 visits and investigated 7,407 of the more serious accidents. They also took part in 228 safety meetings in factories.

## **U.S. Directive Urges Use of Older Workers**

A directive discouraging discrimination against workers over 45 years of age has been issued by the United States Office of Defence Mobilization. The ODM policy seeks to encourage both hiring of older workers and retention of those employees, now subject to involuntary retirement, who could continue to be of service.

Observing that employment practices have favoured younger workers, although the proportion of persons between 16 and 34 years has declined progressively since 1900, ODM Director Dr. John Steelman declared that "the nation is being deprived of a valuable portion of its (manpower) resources".

By the end of 1953, he added, 3,500,000 more workers will be needed in defence and industry, and the over-45 age group represents "the largest potential source" of new manpower.

The new manpower directive suggests that selection of workers be made on the basis of individual qualifications, regardless of age. Dr. Steelman further pointed out that older workers are at a distinct disadvantage in competitions with younger ones, particularly during periods of unemployment. He suggested that it was in the national interest to promote the "effective utilization of older workers" so that they will be less severely handicapped competing with younger ones.

Administration of the manpower policy will be partly through the Federal Security Agency. The FSA has pointed out that life expectancy is much higher now than it was 50 years ago and that today's 60-year-old worker can expect 9.7 more working years; but the worker of 1952 is retiring 1.8 years earlier than in 1900. The manpower policy suggests that this inconsistency should be eliminated and that compulsory retirement practices should be relaxed to permit older workers to stay with their jobs or to transfer to less exacting jobs.

## **Financing of Health Plans Discussed by U.S. Group**

Methods of financing health programs were discussed recently in the United States at a hearing before the President's Commission on the Health Needs of the Nation.

One plan outlined by an official of the Chicago Commission on Financing of Hospital Care called for wage-earners to pre-pay medical care from diagnosis to the end of treatment. The rest of the population would be handled by categories—for instance, for the unemployed, hospital and medical care pre-payments might be tied to unemployment insurance.

Many of the speakers at the hearing stressed the remarkable growth of pre-payment plans in the last decade and saw in them great possibilities for future expansion.

It was pointed out that the number of persons having hospital expense insurance today in the United States is estimated at 85,000,000, compared with 18,000,000 ten years ago, an increase of 430 per cent.

The number of persons now having surgical protection is estimated at 65,000,000, an increase of 20 per cent in 1951 and 770 per cent in ten years.

At the end of 1951, an estimated 27,700,000 persons had medical expense protection. This was a 28-per-cent increase in the year and an 820-per-cent increase in ten years.



## **U.S. Firm's Entire Staff Is Physically-Handicapped**

A small industrial plant in Long Island, N.Y., whose entire staff is composed of physically-handicapped persons, is demonstrating that, properly trained and placed, the disabled can do "an honest day's work for an honest day's pay", Dr. Howard A. Rusk reports in the *New York Times*.

The concern, Abilities, Ltd., is a non-profit corporation, organized as an affiliate of the "Just One Break" committee of the New York University-Bellevue Medical Centre. The committee has operated a successful program of employer and union education and of direct placement of the handicapped for the past four years but, says Dr. Rusk, it has felt the need of a laboratory actually to demonstrate that the principle of hiring the disabled is sound business. "Abilities, Inc. is that laboratory," he states.

### **Work Performed**

The work performed by the 15 employees includes lacing cables, and harnessing, wiring and assembling complex electronic components. The workers are paid at prevailing rates. Subcontracts are obtained by the firm in competitive bidding and the finished work must meet quality control and inspection requirements.

Only three of the employees have had steady employment previously and only two others have had any employment since becoming handicapped.

Most of the employees have been referred by the New York State Division of Vocational Training. It is hoped to increase their number gradually to 50.

## **UAW Asks Re-opening Of 5-Year Contracts**

The change in the purchasing power of the United States dollar since 1950 has prompted the United Automobile Workers (CIO) in the United States to ask General Motors Corporation and the Chrysler Corporation for a revision of their five-year contracts.

The union seeks reopening of the pacts, stressing that to remain living documents they must recognize the changing scene of American economy.

The revisions sought by the union include: (1) an increase in pensions from \$125 to \$145 a month, to allow for the approximate 15 per cent increase in the cost of living; (2) an increase in the annual

improvement factor from 4 cents to 5 cents an hour per year, since the 4-cent figure was based on a productivity rise of 2½ per cent a year and the wage rates of May, 1950, while the 2½ per cent today would mean a 5-cent improvement factor; (3) limiting to 5 cents an hour any cut in wages under an escalator clause resulting from a decline in cost of living; and (4) elimination of the provision making retirement compulsory at the age of 68 years.

The contract was negotiated in 1950 and provided that wages should rise and fall in line with the Government's consumers' price indexes and should be raised once a year through an automatic productivity increase.

Under a waiver clause in the contracts, neither party is obligated to discuss or negotiate over changes. Nothing, however, prevents changes if both parties agree.

## **Half U.S. Family's Needs Under Price Control**

In the United States, almost 60 per cent of the goods and services in the budget of an average family of four come under full or partial control of the Office of Price Stabilization.

A recent OPS survey shows that items making up 43 per cent of the budget of the average family, as computed by the Bureau of Labour Statistics, are subject to full control, while another 15 per cent are subject to partial control.

### **Fully-Controlled Items**

The fully-controlled items are meat, canned pink salmon, rice, coffee, lard, shortening, salad dressing, margarine and other food staples. Full controls are also in effect for cotton, rayon, nylon and silk apparel, solid and liquid fuels, toasters, refrigerators, washing machines and other home furnishings, cigarettes and pipe tobacco, beer, razor blades and toothpaste, automobiles, tires, gasoline and motor oil.

The agency has partial controls over the following types of food items: flour, bread, butter, cheese, ice cream, milk and eggs. By "partial control" the OPS means the maintenance of curbs on the mark-up of below-parity items by processors, wholesalers and retailers.

Controls have been voluntarily lifted by the OPS on two groups of items making up seven per cent of the budget because they have been selling consistently below price ceilings or because of administrative difficulties. This group includes fresh and

frozen fish, sugar, ice, eyeglasses, hospital charges for room and board and similar items.

Another group representing four per cent of the cost of living of the average family will have controls reimposed on them if their prices rise beyond certain points specified by the agency. This group includes radio and TV sets, shoes, cigars, hosiery and similar items.

#### **Exempt From Control**

Goods and services exempt from OPS control by Congress, representing 35 per cent of the budget, include fresh, frozen or canned fruits and vegetables, movies, utility services, medical care and barber and beauty shop services. Rent is also exempt, but it comes under partial control of another agency, the Office of Rent Stabilization.

The Bureau of Labour Statistics compiles its consumer price index each month on the basis of the prices in 56 cities for more than 200 items making up the list of purchases of the average family. According to this index, consumer prices have risen 12 per cent since the Korean outbreak in June, 1950. Two-thirds of the rise took place between June, 1950, and February, 1951, when the OPS began to exert active control over the economy. The remaining four-per-cent increase was spread over the 18-month period from February, 1951, to August, 1952.

### **U.S. Official Proposes Stand-by Control Law**

A stand-by price and wage control law for presidential use in the event of an emergency has been proposed by the United States Economic Stabilizer, Roger L. Putnam. Written into the suggested law would be veto authority for Congress.

Mr. Putnam said that the United States should have some kind of fire insurance against a flare-up of inflation, whether or not current controls are extended beyond the present April 30 deadline.

Under the plan the President would be obliged to consult with the Senate-House committee on the Defense Production Act before using the emergency powers.

It was pointed out that the problem in establishing stand-by controls is in deciding who is to translate the law into a price and wage freeze. Mr. Putnam suggested that the answer might lie somewhere between the simple device of a proclamation by the President and the slower machinery of a joint resolution by Congress.

A small staff of technicians could draft a few basic regulations which could be invoked quickly and would suffice in an emergency until more elaborate controls could be worked out.

### **CIO Electrical Workers List Economic Aims**

A set of economic objectives was endorsed by the International Union of Electrical Workers (CIO) at its annual convention held recently in Pittsburgh.

These objectives include: (1) wage increases and higher pensions and insurance benefits; (2) relaxation of wage controls; (3) inclusion in the union's bargaining program of demands for management-financed "security funds" to bring unemployment compensation benefit up to three-fourths of regular wages and for 12 weeks' severance pay provisions, and (4) a drive for the union shop.

#### **Increased Representation**

The convention was told of a greater than 10-per-cent increase in the union's representation in one year. The organization now claims bargaining rights for 387,000 workers in nearly 300 plants.

A unique departure from customary procedure, the convention was addressed by Gwilyn A. Price, President of Westinghouse Electric, who was the first company executive to speak before an IUE convention. He discussed the nature of management's obligations to its customers, stockholders and employees. He stressed that the most important obligations the union assumes in signing any contract are not to interfere with production during the life of that contract and to use every amicable means of settling honest differences at the bargaining table before resorting to a strike.

### **U.K. Shop Workers Gain Pay Rise on Second Try**

A million workers in the distributive trades in the United Kingdom will receive pay increases of up to 10 shillings (\$1.40) weekly, Sir Walter Monckton, Minister of Labour, has announced.

These wage increases were recently referred back to the unions by the Minister, on the grounds that they did not give "full regard to the national interest" (L.G., Aug., p. 1033). The Government, however, cannot reject wage-increase proposals but only defer them for "reconsideration". Upon resubmission, they were passed without alteration.



## **Monograph Published on Forge Shop Occupations**

Completing the coverage of the major metal-working occupations, the Department of Labour has published a monograph and pamphlet on "Forge Shop Occupations". They form part of the "Canadian Occupations" series.

Preceding titles in the metal-working group were: "Machinist and Machine Operators (Metal)", "Tool and Die Makers", "Sheet Metal Worker" and "Foundry Occupations".

All publications in the "Canadian Occupations" series, prepared by the Economics and Research Branch of the Department, are printed in English and French. They may be obtained on application to the Circulation Manager, Department of Labour, Ottawa.

## **Issue Report on Human Relations in Industry**

The British Ministry of Labour and National Service has issued a comprehensive report of the Human Relations in Industry Conference held in London under the auspices of the Ministry from March 18 to 20 this year.

The Conference was called to assess the results of action taken concerning human relations in industry during the past few years by interested bodies and to consider what still needs to be done. It was attended by about 400 delegates and observers from the British Employers' Confederation, the Trades Union Congress, the managements of nationalized industries, several government Departments and a great many institutions and voluntary organizations dealing with the problems of labour in industry.

The report sets out in full the discussions and conclusions of the Conference on the four aspects of the main theme, which were:—

Factors affecting the opportunity to work—the employment of older men and women; unemployed women; employment of women with domestic commitments; the disabled; veterans; redundancy and transfer.

Factors affecting the capacity of workers—personnel selection; industrial training (apprenticeship, induction training and training of other operatives); training and supervision.

Factors affecting wastage of manpower—accidents; disease and sickness.

Factors affecting the will to work—joint consultation; communications in industry; incentives.

Appended to the report are the texts of a number of papers distributed by the Ministry in advance of the Conference relating to the subjects covered.

The report is available from the United Kingdom Information Office, 275 Albert Street, Ottawa 4, at 90 cents postpaid.

## **CIO Advocates Changes In Compensation Laws**

A detailed study of state workmen's compensation laws in the United States has been made by the research staff of the Congress of Industrial Organizations.

As a result of its study, the CIO advocates the following changes in current state standards: (1) compulsory coverage of all employees; (2) elimination of the dollar maximum on benefits; (3) establishment of funds for rehabilitation and vocational guidance of injured workers; (4) making compensable any injury or disease incurred at the work place or reasonably related to the fact of employment; (5) a benefit level of at least 80 per cent of the worker's wage loss; (6) calculation of the benefit amount on the basis of the worker's average earnings, including overtime, but with a minimum of his full-time rate of pay; (7) duration: for temporary disability the entire period of the disability; for permanent disability, life; for fatal injuries, the period of minority or dependency of the eligible survivors; and (8) administration of workmen's compensation laws by a tripartite board.

## **Bombay Reconstitutes Labour Advisory Board**

The Government of Bombay has reconstituted its Labour Advisory Board. Under the new arrangement, representation is given to consumers, employers and employees, it is reported in the *Bombay Labour Gazette*.

The first meeting of the reconstituted Board was addressed by the chairman, the Minister of Labour and Public Health, Shri Shantilal H. Shah. He appealed to both employers and workers "to remember that the well-being of the working class and the stability and progress of industry are inextricably bound up together" and to "desist from taking any action from a narrow or unilateral point of view which may hamper production or curtail employment".

He called on the workers "to play their part and, while insisting on their rights, to be equally keen in carrying out their duties, since rights arise from duties performed".



# New Brunswick Federation of Labour Meets in 40<sup>th</sup> Annual Convention

Most important of the 31 resolutions before the convention calls for amendment to provincial Labour Relations Act to permit certification of government employees' organizations. Almost 100 delegates attend

Featured by a declaration of union recognition pertaining to government employees, the 40th annual convention of the New Brunswick Federation of Labour (TLC) was held in the Lord Beaverbrook Hotel, Fredericton, September 16-18.

Most of the 31 resolutions before the delegates dealt with legislation within the provincial purview. Of these, one of the most important called for amendment to the New Brunswick Labour Relations Act, whereby government employee organizations could be certified as bargaining agents.

Another highlight of the convention, which reflected a marked increase in membership, was the formal presentation of the charter to the newly organized Fredericton Trades and Labour Council.

As reported by the credentials committee, the organizations represented by 97 delegates included: one provincial Association, three Trades and Labour Councils, one waterfront council, one Building Trades Council and 43 local unions. Two fraternal delegates were present.

## The Minister of Labour

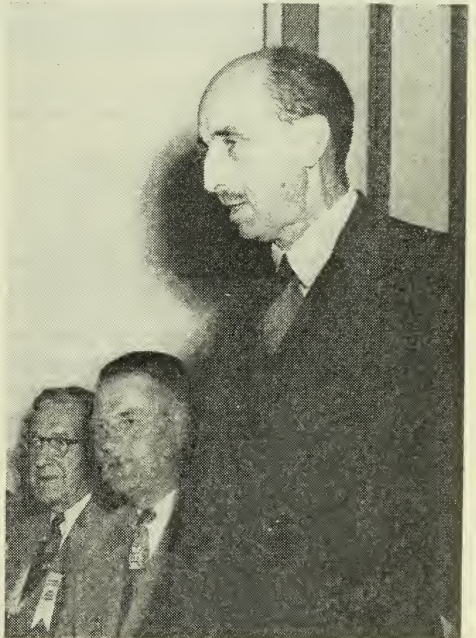
At the opening session, the delegates warmly welcomed a native son and a former president of New Brunswick's famed university: the Hon. Milton F. Gregg, federal Minister of Labour.

The Minister and other guests, who included His Worship Dr. H. S. Wright, Mayor of Fredericton, were welcomed by W. A. Maclean, President of the Fredericton Trades and Labour Council and a Vice-President of the Federation.

Thanking James A. Whitebone, President of the Federation, for the invitation to be present, the federal Minister of Labour complimented him and the National Executive on the annual presentations of recommendations to the federal Cabinet. The Minister emphasized that this procedure was not just a formality conducted in perfunctory manner but that it now had top priority in federal circles; that when the conference with labour was concluded, each Cabinet Minister was

required by the Prime Minister to present his views on the requests concerning his Department. By their very nature a large number of the proposals apply to the federal Department of Labour, Mr. Gregg said. Then, he explained, a detailed government memo is sent to President Percy Bengough of the Trades and Labour Congress of Canada, outlining the Government's action on the various recommendations.

"I mention this to you in conference here to indicate that your considered opinion is given considered attention and often acted upon," stated Mr. Gregg.



**Hon. Milton F. Gregg\***

Distinguished Native Son

\*Listening to the Minister's speech (left to right) are Federation President James A. Whitebone and Third Vice-President W. A. Maclean.

The Minister thanked the trade unionists for their capable representation at the conferences of the International Labour Organization, pointing out that many discussions there are having their effect on the people of the world. Mr. Gregg also referred appreciatively to the joint efforts of the free trade unions in the international sphere, particularly in the setting up and maintenance of the International Confederation of Free Trade Unions. "There, you are making yourselves felt decisively," he noted.

The Minister then dealt with the administration of his Department, touching particularly on such major problems as seasonal unemployment and rehabilitation of the handicapped.

As regards the former, the facts of geography and climate operated against any easy solution, he said.

"In the northern climate there has been a lot of waiting around for spring but I do think that the hardships of winter unemployment can, and must, be mitigated," asserted the Minister. "We have done one thing by amending the Unemployment Insurance Act in a further extension of supplementary benefits by 15 days during the winter months."

He considered that a part of the solution was in selling the idea to employers of postponing jobs that could be done in winter and that another part was to induce public bodies to do likewise.

As regards rehabilitation of the handicapped, he said there was a good set-up for people damaged in war. But the problem was two-fold: there was also its counterpart—the people who are damaged in industry. That is partly a provincial responsibility and partly in the field of national health, he reminded the delegates.

He pointed to the success stemming from a widely representative rehabilitation conference at the technical level in February, 1951, as a result of which there was established, a National Advisory Committee on Rehabilitation of the Disabled. He anticipated good results from the Council's recommendations.

President Whitebone, thanking the Minister for his "frankly informative" address, referred to Mr. Gregg as "an old friend who is doing an excellent job for the working people as federal Minister of Labour".

Courtesy visits were also made to the convention by several officers of the federal and provincial Departments of Labour including: John Mainwaring, Research Branch, federal Department of Labour; Horace R. Pettigrove, federal Industrial

Relations Officer for the Maritimes; N. D. Cochrane, Deputy Minister of Labour, New Brunswick; Morley Roberts, Regional Employment Officer; and W. Andrews, Unemployment Insurance Commission.

## President's Report

### Hydro Issue

In his annual review to the convention, President Whitebone referred directly to his printed report on a matter of union organization and recognition between the provincial Hydro employees, who had affiliated with the International Brotherhood of Electrical Workers, and the provincial Government.

In his remarks, President Whitebone kept the issue on a labour organizational plane. He declared that in any discussion of the issue, no speeches of a political nature would be permitted. He emphasized that no provincial politicians had been invited to the convention and that the convention date had been fixed before the provincial election date had been decided.

In his report, he pointed out that "the right of workers to organize into unions of their own choice was settled many years ago in Canada" and re-confirmed in wartime legislation without "exclusion of government workers from its provisions".

Also in his report, the President declared that "union recognition is in no sense a political issue; it is purely a labour-management matter . . ."

In conclusion he adjured the delegates to remember the labour creed of political neutrality enunciated by Samuel Gompers of the American Federation of Labour in his famous motto: "Reward your friends and punish your enemies."

### Provincial Problems

In other sections of his report, President Whitebone dealt with membership, legislation, housing and employment. Referring to the "very healthy growth in membership" which made the Federation "the largest organized group of any class in New Brunswick," he emphasized that there was no room for complacency and urged renewed efforts to organize the unorganized to "make us more effective in serving the workers of the province". In this respect, he drew attention to the stepped-up program of organization initiated by the parent body, the Trades and Labour Congress, "which included New Brunswick in all proposals for expansion."

In legislative matters, he considered that the amendment to the provincial Labour Relations Act (whereby civic employees





**Dr. H. S. Wright, Mayor of Fredericton (left) and Hon. Milton F. Gregg, federal Minister of Labour, chat during an intermission in the convention proceedings.**

could be certified upon action of municipal bodies declaring themselves employers under the act) had not been sufficiently effective, because "some councils have resisted adoption of the required resolution".

Housing in the province was reported as being inadequate and unsatisfactory with "a serious shortage of decent housing accommodation for those in the lower and middle income groups". This section of the report concluded: "The stability and ratio of contentment of any community is commensurate with the number of owner-occupied homes, and every encouragement possible should be extended toward this highly desirable end."

Unemployment figures for the province were regarded as "alarming". The report also stated that the number of members on short time and under-employed had become "a serious problem". While the report acknowledged the benefit to many of unemployment insurance, yet "there are hundreds in uninsurable occupations and in seasonal work who are unable to qualify for benefits".

### **Secretary's Report**

The report of George R. Melvin, Secretary-Treasurer, showed an increase of seven in the number of unions affiliated and a gain of 1,453 members. Regarding the finances of the Federation, he showed that while its income had increased somewhat with the increase in membership, its expenses had increased to a greater degree, with the result that the balance at the end of each of the past few years had been steadily decreasing.

### **Convention Committees**

Committees to deal with various phases of the convention's work were named by President Whitebone as follows (the first named was chairman):—

*Credentials.*—A. J. Doucet, J. F. Montague, Douglas Brewer.

*Resolutions.*—E. F. Charlton, Frank M. Watson, Edgar Saulnier, Alvin Vienneau, Harold J. Locke.

*Officers' Reports.*—H. L. Jessome, Miss Agnes Dillon, W. A. MacMillan, L. S. Daley, M. Kenny, C. G. Hoyt.



*Ways and Means.*—L. G. Power, Miss Frances Johnston, J. R. Shiels, Harry Russell, Robert Fullerton, J. Pierce.

*Constitution.*—Ralph L. Wade, W. H. Reynolds, R. A. Brown, W. E. Touchie, Miss Reta Van Buskirk, A. E. Skaling.\*

*Audit.*—Frank Kane, Jose. Monteith, E. F. Sisk, Walter Talbot.

### Action on Union Issue

Of the 31 resolutions, the one that focussed the greatest attention of the delegates was that dealing with the issue between the provincial Government and its Hydro employees to organize and negotiate under the International Brotherhood of Electrical Workers.

As originally submitted by Saint John Local 1480, of the International Brotherhood of Electrical Workers, this resolution called upon the Federation to "take all action possible to defeat the present provincial Government at the coming provincial election".

On the ground that this smacked too much of an all-out projection of the Federation into party politics, many delegates objected to this course of action.

An amendment re-submitted by the resolutions committee changed the resolution to read: "That the New Brunswick Federation of Labour, in the interests of organized Labour, express their disapproval and condemnation of the action of the New Brunswick Government in this matter."

On this modified basis, the resolution occupied the discussion of the delegates for an entire session. Resolutions Chairman E. Charlton key-noted the discussion when he declared that "the condemnation is on this particular matter only; we do not condemn the Government."

Delegate H. C. Tracy, New Brunswick International representative of the Electrical Workers, spoke strongly for the amended resolution in giving details of what was termed the "Hydro Story". He was supported by several delegates.

Other delegates declared, however, that while they were in favour of the IBEW's stand on this issue, they were opposed to the Federation taking any political stand or any part in party politics that could lead to dissension in the ranks of Labour.

\* In the subsequent provincial election, Mr. Skaling, who had resigned as President of the Saint John Trades and Labour Council to contest a city riding for the Progressive Conservatives, was elected to the Legislature and has been appointed provincial Minister of Labour.

When the vote was called after a three-hour debate, the amended resolution was adopted, approximately two-thirds of the delegate body voting in favour.

### Major Resolutions

A resolution that contained far-reaching implications was submitted by Local 689, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. After emphasizing the increased demand for skilled tradesmen in Canada and that no accepted standard of skill prevailed for either employer or employee, the resolution requested that the Executive Council of the Trades and Labour Congress petition the federal Department of Labour "to set up a Board of Examiners with power to issue certificates of proficiency to applicants in their respective trades, such certificates to be recognized anywhere in Canada."

This resolution was defeated after several delegates declared that the matter was subject to provincial jurisdiction. Bricklayers' and typographical union delegates spoke against the resolution on the ground that these unions had their own apprentice examining boards. Secretary-Treasurer George Melvin pointed out that, to be effective, the proposed action would require an amendment to the BNA Act.

Three resolutions referred to the Federation by the parent body, the Trades and Labour Congress of Canada, indicated a concerted action in regard to national and provincial Labour Relations Acts and Boards.

The first of these called upon the respective Governments (federal and provincial) to make such required changes in their respective Labour Relations Acts so as "to allow the employees' organizations to be certified as bargaining agents for their memberships".

A second referred resolution, after chiding a "tendency on the part of union officers and organizers to become too dependent on national and provincial Labour Relations Boards," urged all affiliated organizations "to strive to reach their objective as often as possible without seeking the aid of Labour Relations Boards".

The third of such resolutions charged that "in several provinces, Labour Relations Boards have exceeded the powers given them by invading the internal affairs of unions and passing judgment on them instead of confining their attentions to the groups of employees being organized". The resolution then urged all Federations and Provincial Executives "to take action to have their existing Labour Relations

Acts amended so that boards will have no power to interfere with the internal workings of unions applying for certification".

All three resolutions were adopted.

In an effort designed to prevent the divulging of any information obtained confidentially, a resolution was adopted requesting the provincial Government to amend its Labour Relations Act by deleting from Section 53 (6) the words "save with the consent of the Board."

In an adopted resolution concerning statutory holidays, the delegates requested legislation "making it mandatory for all employers to pay straight time rates for all federal statutory holidays where employees are given time off, and that overtime rates, in accordance with the various collective agreements or recognized practices, be paid when it is necessary to work on such holidays."

### Other Resolutions

Among measures, or action, called for in other adopted resolutions were:—

Legislation limiting interest rates on loans charged by finance companies to five per cent.

Payment of \$15 per day for jury duty.

Enactment of more effective regulations for the inspection of boilers and pressure vessels, and the adoption in the province of the ASME code.

Reduction in the cost of hunting licences.

Measuring of coal, wood and propane gas in retail sales.

Requiring polling booths to remain open until 7.00 p.m.

Co-operation of union locals and councils with the Union Label Department of Trades and Labour Congress.

Amendment of the provincial Industrial Standards Act to ensure that parties agreeing to a schedule be notified of any objections to such schedule.

Amending the Act for the sale of margarine, whereby the yellow colouring is inserted at the packing plant.

Abolishing the sales tax on used articles (such as second-hand cars) on which sales tax has been paid once.

Establishment of modern clinics for the study and treatment of polio.

Providing tuberculosis patients with an allowance sufficient to support their dependents.

Amending the Workmen's Compensation Act to provide for an appeal board of three doctors in cases of disputes as to the physical condition of the claimant.

Supplying school books free to High School grades.

Amending the Factories Act to extend safety protection (by providing additional help) to truck drivers handling heavy materials in remote areas.

Assuring that in injunction applications both parties in the case be heard before an injunction is granted.

### George Melvin Honoured

The committee on officers' reports commended the work of the Federation officers and congratulated the Secretary-Treasurer, George Melvin, on 34 years' continuous and faithful service to the Federation.

Subsequently, George Melvin's own union, the International Brotherhood of Electrical Workers presented him (via Vice-President John Raymond) with a membership pin in appreciation of his 25 years' identification with that organization. George Melvin has served New Brunswick labour with distinction as its representative on the Labour Relations Board and the Minimum Wage Board, and this, too, was recognized in his unanimous appointment as delegate to the Trades and Labour Congress.

### Committee Reports

The report of the credentials committee recorded the following International Representatives: John Raymond, International Vice-President of the International Brotherhood of Electrical Workers; John Galbraith, Atlantic Coast District Vice-President, International Longshoremen's Association; Capt. James A. Cody, International Board Member of the International Association of Fire Fighters; Ralph L. Wade, International Representative of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, H. C. Tracy, Miss Agnes Dillon and Medley LeBlanc, International Representatives of the International Brotherhood of Electrical Workers.

The ways and means committee collaborated with the constitution committee in recommending an increase in the per capita tax from 1½ cents to two cents per member per month.

The constitution committee, in addition to the above increase in the per capita tax, recommended several other amendments to the constitution, chiefly pertaining to per capita tax payments.

### Effective Conciliation

Addressing the convention at one of its sessions, H. R. Pettigrove, Industrial Relations Officer for the Maritimes of the





Presentation of the charter to the Fredericton Trades and Labour Council was the feature of the convention dinner of the New Brunswick Federation of Labour. In the inset, Federation President James A. Whitebone (left) prepares to hand the charter to W. A. Maclean, President of the Fredericton Council. The large photo shows Mr. Maclean addressing the gathering. Head table guests (left to right) are: Mrs. Milton F. Gregg, Mr. Whitebone, Mrs. G. R. Melvin, federal Minister of Labour Gregg and Dr. H. S. Wright, Mayor of Fredericton. Head table guests not shown included Prof. W. C. Smith, University of New Brunswick; Mrs. James A. Whitebone; George R. Melvin, Federation Secretary; and Mrs. W. A. Maclean.

federal Conciliation Service, informed the delegates that while favourable references to the work of the Branch by his Minister and Mr. Whitebone were appreciated, any success achieved by the Branch was due in large measure to the co-operation received from management and labour. He cautioned that in any approach to such problems "there must be a sincere desire on the part of the principals to help each other find a solution. Otherwise, even the efforts of a miracle worker would avail nothing, and there were no miracle workers on the staff of the Industrial Relations Branch".

Referring to the administration of the Fair Wages Act and the preparation of prevailing rate schedules, he requested the co-operation of the unions "in keeping us informed on re-negotiation of agreements so that all workers on federal projects, and hourly-rated employees of the federal Government might benefit from wage adjustments obtained by unions in private industry.

In the four Atlantic provinces, only five disputes within federal jurisdiction had required the services of a Conciliation Officer during the past year, he reported.



The fact that all five were settled at the Conciliation Officer level, rather than proceeding to Boards of Conciliation, indicated, he emphasized, a sincere desire to reach a final solution; also that settlement by the parties themselves, or even with the assistance of a conciliation officer, is more conducive to establishing, or continuing, mutual respect and confidence than passing much of the responsibility for settlement to a Board.

### Election of Officers

James A. Whitebone received an acclamation for his 19th term as President, and George R. Melvin was returned, also by acclamation, for his 35th term as Secretary-Treasurer. Other officers elected were: R. G. Jones, First Vice-President; W. A. McMillan, Second Vice-President; W. A. Maclean, Third Vice-President.

### Charter Presentation

Marking the entry of the Fredericton Trades and Labour Council into the Federation, the official charter was presented at a dinner under Council auspices in the Lord Beaverbrook Hotel. Here, before a large gathering which included the federal Minister of Labour and Mrs. Gregg; Dr. H. S. Wright, Mayor of Fredericton; Prof. W. G. Smith, University of New Brunswick; and senior officers of the Federation, the Fredericton Council President, W. A. Maclean, received from

Federation President Whitebone the 64th charter issued by the Trades and Labour Congress to a Canadian Council.

Mr. Maclean, presiding at the head table, welcomed the large number of delegates and their wives and guests. Felicitous addresses were given by Hon. Mr. Gregg, Mayor Wright, Prof. Smith, R. G. Jones and George R. Melvin.

President Whitebone, in reminiscent mood, recalled some local and provincial labour history and commented on the new status attained by labour unions in Fredericton. Like most provincial capitals, he stated, Fredericton had not advanced as rapidly in labour organization as other centres in the province. Possibly, he said, this could be attributed to the feeling, prevalent in most capitals where many citizens work for the Government, that unions were not necessary. However, he wished to point out, "60,000 members of the federal government service are affiliated with the Trades and Labour Congress".

A second social function held in connection with the convention was the reception given by Mrs. Milton F. Gregg, wife of the federal Minister of Labour, for wives of the delegates. Mrs. Gregg graciously received the ladies at her home, which overlooks the St. John River valley near Fredericton.

Before adjournment, President Whitebone complimented the delegates for their handling of several delicate problems.

Edmundston was chosen as the site for next year's convention.

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# Annual Report of Nova Scotia Department of Labour for 1951

Two new labour Acts were passed in Nova Scotia during 16-month period ending March 31, 1951. Little time lost from strikes. Twelve of 922 accidents reported were fatal, all in steel or shipbuilding industry

A new statute setting an age limit of 14 years in industries regarded as dangerous or unwholesome for the employment of children and a revised Women's Minimum Wage Act were added to the labour legislation of Nova Scotia in 1951. Generally harmonious labour relations prevailed and very little working time was lost from strikes.

The work of the inspection staffs remained constant or was in excess of

previous years. Twelve fatal accidents were reported in the steel and shipbuilding industries but a marked improvement was noted in other industries. In the vocational training program carried on jointly with the federal Government, particular stress was laid on the training of physically handicapped persons.

The latest Annual Report of the Nova Scotia Department of Labour describes the work of the Department during the period

from December 1, 1949, to March 31, 1951. The report for a 16-month period is accounted for by a change in the fiscal year of the province, which now ends on March 31.

Detailed reports are given of the activities of the various operating branches, all of which except the Labour Relations Board are co-ordinated under the Chief Administrative Officer and are responsible through him to the Minister of Labour. The Labour Relations Board is directly responsible to the Minister. The organization of the Department is set out in an organization chart included in the report.

The total personnel of the Department number 121, made up as follows: members of boards and committees, 21; administrative and clerical, 41; full-time instructors, 21; part-time instructors, 27; and maintenance employees, 11.

The first four months of the period under review witnessed the most adverse employment conditions in the post-war period, the report states. The index number of reported employment for March, 1950, was 132, rising 8.4 points to 140.4 at the same date in 1951. The strongest factor in this improvement was the increased activity in the manufacturing industry.

Average weekly earnings increased steadily, the average at the end of March, 1951, being \$42.72 compared with \$40.44 on April 1, 1950.

### Changes in Legislation

Two new labour Acts were passed during the 1951 session of the Legislature, the Employment of Children Act and a revised Women's Minimum Wage Act. Legislation was also passed to increase certain benefits under the Workmen's Compensation Act.

The Employment of Children Act prohibits the employment of a child under 14 years in manufacturing, shipbuilding, electrical works, construction, the forestry industry, garages and automobile service stations, hotels and restaurants, the operation of elevators and certain amusement places. The prohibition does not apply to family undertakings. In other occupations, hours of children under 14 years are limited to eight in a day or to three hours on days on which school is in session. Night work is forbidden. Inspections under the Act are carried out by the staff of the Department of Labour.

The new Women's Minimum Wage Act replaced an Act of 1920. The basic principles of the two Acts are the same but

minimum wages may now be fixed for any part of the province whereas the former Act was specifically limited in application to the cities and incorporated towns. Orders of the Minimum Wage Board are now subject to the approval of the Lieutenant-Governor in Council. Other changes from the former Act include wider powers given to the Board and more specific provision for inspection (See L.G., 1951, p. 984).

Amendments to the Workmen's Compensation Act, effective from April 1, 1951, raised the benefits payable on the death of a workman in respect of each child under 16 years from \$12.50 to \$15 a month. The maximum benefit payable in respect of a widow and her children is now \$110. Orphan children receive \$25 a month rather than \$22.50, as before, with a maximum payment of \$100.

During the year photography and watch-making were added to the list of designated trades under the Trade Schools Regulations Act. A trade school conducting courses in these trades by instruction or by correspondence is required to be registered under the Act.

### Labour Relations

In the 16-month period ending March 31, the Labour Relations Board received 33 applications under the Trade Union Act. Certifications as bargaining agent were granted in 27 cases, four applications were rejected and one application for the revocation of certification was refused.

Of labour relations in the province the report states,

Since the Trade Union Act came into effect on July 1, 1947, every effort has been made by the Department to promote and encourage the conclusion of collective agreements between the parties through their own efforts and it is gratifying to know that despite the increase in formation of new local unions excellent progress has been made in this direction.

Agreement was reached in all thirty cases in which the conciliation services of the Department were sought. Twenty-three were settled by the conciliation officer and seven by the establishment of conciliation boards.

With the exception of the railway strike, which was nation-wide, very little working time was lost because of strikes in the period under review. There were six strikes in all, resulting in a total time loss of 7,300 man-working days, less than the total for the 12-month period ending November 30, 1949. The chief industries affected by these work stoppages were coal mining and manufacturing.



Six check-off votes were held under the provisions of Section 67 of the Trade Union Act.

### Minimum Wage Board

The work of the Minimum Wage Board was carried on in the usual manner. Three general inspections were made covering all cities and incorporated towns and, in addition, 361 special investigations were made following complaints of employees. These inspections and investigations resulted in the collection of \$738.58 in back wages for employees.

A new development reported is the establishment of a textile factory in Amherst employing about 100 women workers. The fruit and canning industries were not very active during the period under review.

No changes were made in the minimum wage orders. The orders are appended to the report of the Minimum Wage Board together with a table setting out the average weekly wages and hours of women in industries covered by the orders.

### Factory Inspection

Factory inspections carried out during the period under review numbered 1,350 and covered the conditions of work of approximately 35,000 employees. Orders issued requiring employers to comply with the Act totalled 1,171.

Twelve accidents, out of the total of 922 which occurred, were fatal. Ten of the fatalities occurred in the steel industry and the other two in shipbuilding. A marked improvement over other years, however, was recorded in the food, textile and clothing industries and in dry cleaning and laundries. One plant in the food industry with 360 workers and with a total working time of 647,000 man-hours in 1950 had only one lost-time accident.

The Nova Scotia Department of Labour was represented on the Committee appointed to formulate a safety code for the woodworking industry. The Committee was set up following a recommendation of the Canadian Association of Administrators of Labour Legislation that the Canadian Standards Association develop a safety code which would constitute a permanent minimum standard of safety both as to machinery to be installed and operating procedures to be adopted in furniture, plywood, box, sash and door factories.

The only violations of the provisions of the Factories Act with respect to child labour were in a number of small fish-processing plants on the coast. In all

cases violations ceased as soon as the requirements of the statute were explained.

Forty violations of the Industrial Standards Act were investigated and all but two settled on the job.

### Boiler Inspection

The volume of work carried out by the Steam Boiler and Pressure Vessel Inspection Branch was much greater than in former years because of the increase in the number of designs registered and installation inspections made of unfired pressure vessels. Registration of these vessels for design and their inspection have been required only since 1949.

No boiler or pressure vessel explosions occurred. Thirteen boilers were found unfit for service.

Thirty welding tests were carried out during the 16-month period. This is the first time that a report has been made of welding tests because manufacturers in the province have preferred riveted construction as they did not have the facilities for stress relieving. Small unfired pressure vessels, however, do not require stress relieving and can be built much cheaper by welding.

### Apprenticeship and Vocational Training

The Apprenticeship Act provides for the training of tradesmen in the designated trades, which include the building trades and certain skilled occupations. In addition, subject to the approval of the Minister of Labour, a local system of apprenticeship may be arranged for a trade in a specific area or in a plant by agreement between an employer and a trade union, or a private plan may be carried on by industry, provided such plans conform with the regulations.

The report notes that the increasing demand for aircraft technicians made necessary the expansion of the training program in the plant of Fairey Aviation Co. of Canada, Ltd. at Eastern Passage. Ten apprentices in this trade were registered in the fall of 1949 and ten were added in 1950. The total number of apprentices in all trades registered on March 31, 1951, was 426 as compared with 362 on December 1, 1949. During the period 68 apprentices completed their training.

Full-time pre-employment courses of approximately six months' duration were begun December 1, 1948, in accordance with an amendment to the Dominion-Provincial Apprenticeship Agreement. Classes were conducted in bricklaying, carpentry, plastering and plumbing at



North Sydney and in electrical construction, motor vehicle repair and plastering at Halifax.

In addition to the training of apprentices, the training of unemployed men and women was carried on under Schedule M of the Dominion-Provincial Vocational Training Agreement.

Particular emphasis was placed during the period on the training of physically handicapped persons, most of whom were referred by the Special Placement Division of the National Employment Service. In the case of persons cured of tuberculosis, close liaison was carried out with the Nova Scotia Tuberculosis Association and referrals were made through the rehabilitation office of the Association. Work prescriptions and medical certificates were required of all ex-tubercular patients before they were accepted for training and regular medical check-ups were carried out during the course. On completion of training,

placement was arranged between the Nova Scotia Tuberculosis Association and the National Employment Service. In addition to the ex-tubercular patients, trainees included persons with such disabilities as amputations, arthritis, heart ailment, polio, etc.

Because of a shortage of tradesmen for defence industries, classes in a number of trades, including upholstery, shoe repair and machine woodworking, were discontinued. However, one new class in machine tool operation was begun during the period for 30 operators and plans were completed to open a class for aircraft sheet metal workers.

Because the scarcity of certain types of tradesmen made it difficult to staff some of the newer industries coming into the province, agreements were entered into with three firms for the carrying on of a training program within the plants.

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## Extent of Incentive Bonus Plans in Canadian Manufacturing, October, 1951

Of 6,600 manufacturing establishments surveyed, 900 (14 per cent) had incentive plans; but the 900 plants employed more than 25 per cent of the workers covered in the survey, made by the Department of Labour

The essence of most production or incentive bonus systems is that a time or production standard for the job in question is determined, usually by means of a time and motion study of the process; the work performance of the individual or group is then assessed according to this standard, and extra pay is earned for exceeding the production standard within the unit of time, or completing the job in less than the standard time.

In the manufacturing industries, the Labour Department's survey covered 6,600 establishments employing more than three-quarters of a million plant workers, as at October 1, 1951. Nine hundred of these establishments reported having incentive plans. This was 14 per cent of the establishments covered; but it is noteworthy that these firms employed more than 200,000 workers, or more than a quarter of all the employees covered in the survey. This fact indicates that a comparatively small number of firms employing a comparatively large number of employees have

As part of its annual survey of wages and working conditions, the Department of Labour obtained information last year on Production or Incentive Bonus Plans. The purpose of the inquiry was to determine the prevalence of such plans, exclusive of ordinary piece-work plans.

incentive plans, and thus that such plans tend to be more common in larger plants. This is not surprising, as an incentive plan sometimes calls for engineering and record-keeping facilities not always convenient for a small firm to maintain.

Within an establishment, of course, by no means all employees are normally included in the bonus plan. The survey showed a few industries (notably rubber and clothing) in which a comparatively high proportion of the workers were covered; but on the average, the rate of participation was less than 50 per cent.

A total of 94,000 employees were reported actually participating in incentive bonus

plans. This is 46 per cent of the number of workers employed in establishments where an incentive bonus was paid and

approximately 12 per cent of the total of 787,000 workers in all establishments covered in the survey.

**PRODUCTION OR INCENTIVE BONUS PLANS IN MANUFACTURING**

Non-office Workers by Industry

October 1951

	Total Number in Firms Surveyed	Number in Firms where Prod. or Incentive Bonus is Paid	Number Receiving Prod. or Incentive Bonus	% (C) of (A)	% (C) of (B)
	(A)	(B)	(C)	(D)	(E)
Food, Beverages and Tobacco.....	105,092	17,220	9,630	9.2	55.9
Rubber Products.....	15,772	8,316	5,973	37.9	71.8
Leather Products.....	19,042	2,395	1,423	7.5	59.4
Textile Products (except Clothing).....	59,764	28,156	9,304	15.6	33.0
Clothing (Textile and Fur).....	61,386	7,810	4,942	8.1	63.3
Wood Products.....	58,566	8,467	5,045	8.6	59.6
Paper Products.....	63,914	10,362	3,513	5.5	33.9
Printing, Publishing and Allied Industries.....	26,940	2,711	1,314	4.9	48.5
Iron and Steel Products.....	131,997	41,009	15,580	11.8	38.0
Transportation Equipment.....	96,187	24,647	13,564	14.1	55.0
Non-ferrous Metal Products.....	34,997	19,099	5,701	16.3	29.8
Electrical Apparatus and Supplies.....	41,477	22,216	12,455	30.0	56.1
Non-metallic Mineral Products.....	18,892	6,340	2,379	12.6	37.5
Products of Petroleum and Coal.....	10,132	666	395	3.9	59.3
Chemical Products.....	30,294	3,819	1,610	5.3	42.2
Miscellaneous Manufacturing Industries.....	12,534	3,569	1,619	12.9	45.4
Total.....	786,986	206,802	94,447	12.0	45.7

# Britain's Trades Union Congress Holds 84th Annual Conference

Delegates overwhelmingly approve declaration of support for British rearmament program and endorse policy of moderation in wage demands.  
Extension of state control, halt to denationalization plans demanded

Warnings against those who advocate the scaling down of the British arms program and against wage demands "unrelated to reality" were sounded by Arthur Deakin, President of the Trades Union Congress, in his opening address to the TUC's 84th annual conference at Margate, Kent, September 1-6.

On rearmament he said:—

"Let us not deceive ourselves about the grave and far-reaching consequences of the decisions Congress will make during the course of this week. The primary issue, when we come right down to it, is whether we are to continue to believe in the possibility of creating peace, justice and the

reign of law in the world by the methods and with the machinery developed within the framework of the United Nations."

On wage demands, Mr. Deakin urged "observance of reasonableness in the formulation of wage claims and the exercise of good sense". The formulation of wage policies, he said, is not something which can be used as propaganda. "Demands designed merely to cause unrest in the minds of our members—unrelated to reality as they often are and dictated with the intention of buttressing extreme political views—in my opinion can only be regarded as a betrayal of the real interests of the people we represent."



Later the delegates by an overwhelming majority approved the General Council's report calling for the maximum measure of rearmament within the limits of Britain's financial ability and, by another huge majority, carried a resolution calling for "justifiable" wage increases.

Resolutions were also approved demanding extension of state control, denouncing Government plans to denationalize industries now publicly controlled, appealing to the Government to review economic relations with Commonwealth and other countries, including China and Russia, with a view to concluding commercial agreements, and urging reconsideration of government policy on food subsidies and price controls.

Delegates appointed to attend the 84th congress numbered 938, representing 183 organizations and more than 8,000,000 members. Speakers included, besides the TUC President, Harry Earnshaw, Chairman of the Labour Party, and delegates from the American Federation of Labour, the Trades and Labour Congress of Canada, the International Confederation of Free Trade Unions, and the Co-operative Union, Ltd.

### Presidential Address

In his opening address, TUC President Arthur Deakin spoke of the many conflicts of opinion which have occurred over the years, "from most of which the trade union movement had emerged stronger than ever, establishing itself as an essential part of the country's democratic and industrial life". However, he said, "there is a tendency among trade unionists to make demands and to ignore the contribution demanded of them to make the nation strong and a force for good. By no means the least dangerous are those who seduce our movement and make it a tool of forces which would destroy all that our movement has worked for, and won, in the way of freedom and human dignity." Nevertheless, he believed that most trade unionists would not readily reverse their consistent support of the principles of collective security, of defence against aggression, and the sanctity of treaties intended to promote peace.

The primary issue to be considered, he told the Congress, concerned their attitude towards the arms program. Their decisions, he warned, on this and other matters would have grave and far-reaching consequences. Before changing their policy they should be sure that the aim of the critics was not to halt the concerted effort of the free world to enforce peace by building up armed defence against aggression.

Turning to the economic field, the President explained that many of his country's troubles have arisen from the fact that countries which have received Britain's exports and services have used them to develop their own resources and are now competitors in world markets. "The position will not be improved," he said, "if we pursue a policy which inevitably increases the cost of production and compels exporters to ask higher prices for their commodities in world markets."

Indispensably associated with efficiency in industry, Mr. Deakin said, "are the industrial relationships, and wage-fixing machinery which has been adapted to meet particular needs and conditions which, although not yet perfect, has produced industrial relations in this country second to none."

Referring to wages, the President said that from time to time there has been pressure to abandon the long-established policy of wage negotiation in favour of a national tribunal responsible for devising a national wages policy. It was not clear what these theories involved, and he felt it would be better to leave the problem of wages to the people who have the responsibility in industry for producing results, rather than to theorists. Formulation of wage policies, he further warned, "is not something which can be used as propaganda". Demands unrelated to reality and intended to buttress extreme political views "can only be regarded as a betrayal of the real interests of the people we represent". The General Council, he pointed out, recognizes that with a steadily rising cost of living reasonable wage claims were justifiable. Nevertheless, it urged the observance of reasonableness and the "exercise of good sense".

Congress warned the membership that, without a rise in productivity, substantial wage increases are bound to raise costs, and that an appreciable rise in the cost of exports would most likely cause a loss of overseas markets and limit the country's capacity to buy the food and raw material essential to the maintenance of the standard of living.

Mr. Deakin, in a reference to "splinter" unions, defended the formation of large unions, pointing out that it has been TUC policy to reduce the number of smaller unions by amalgamations in order to increase their effectiveness. "Breakaway organizations and the setting-up of 'splinter unions' disrupt and undermine the collective bargaining machinery built up so laboriously" and should be opposed by all possible means, he said.



He reaffirmed the right of unions to achieve 100 per cent organization and denied the right of an employer to make non-unionism a condition of employment. On the question of the closed shop, the TUC would continue to assert the right of trade unionists to decide whether or not they would work with non-unionists. The consequences of encouraging non-unionism, he said, are bound to be grave and far-reaching. "Unions will not accept responsibility for the smooth and regular operation of industrial plant in which the right of combination is denied."

Trade unions, Mr. Deakin continued, are being threatened with the prospect of losing the protection of laws which have hitherto been regarded as providing that officials and funds shall not be held liable for actions taken in pursuance of a trade dispute. "This is a vital principle not to be put in jeopardy," he asserted.

While government intervention in the settlement of wage claims, he said, could destroy mutual confidence in collective bargaining and arbitration, unions should show a sense of responsibility and not allow their policy "to be determined by extremist action and especially by those in our midst whose good faith and loyalty to principle are compromised by their connections and who have no will to help their country in its present difficulties".

In conclusion, the President reaffirmed his faith in the future of the trade union movement which, he said, "must take the necessary steps to protect and improve the living standard of its members and to conserve the country's resources".

### Rearmament Program

Following a lengthy debate, the report of the General Council calling for the maximum measure of rearmament, within the limits of Britain's power to find the means, was accepted on a card vote of 5,597,000 to 1,450,000, with nearly one million abstentions.

Two composite resolutions and an amending resolution were also sponsored, calling for reduction in the rearmament program. Delegates were warned by the President that the resolutions were regarded as a rejection of the Council's view that rearmament is immediately necessary and that a curtailment of the arms program would not be an immediate solution of economic problems. All resolutions were heavily defeated.

One of the defeated composite resolutions called for the prohibition of atomic, germ and bacteriological warfare. Against the advice of the General Council, Con-

### Organization among Women

Trade union organization among the working women of Britain is not yet as fully organized as it might be, according to a report presented to the 84th annual Trades Union Congress.

Out of a membership of more than 8,000,000 in the 183 affiliated unions, only about 1,300,000 are women, yet recent official statistics classify more than 7,000,000 women and girls as "female employees".

The General Council of the TUC is giving every possible help to unions in building up their women membership but, in a report to Congress on its activities in this connection, points out that the responsibility is, in the last resort, with the unions themselves.

gress later carried, by a small majority, a resolution opposing the use of bacteriological weapons and urging a new international agreement to prohibit their use.

### Wages Policy

A major debate arose out of the General Council's report on wage policy. In its statement the Council warned against the consequences of substantial wage increases which, it said, were bound to raise costs and could put Britain out of the export markets.

A composite resolution, moved by the Union of Shop, Distributive and Allied Workers, recorded opposition to the Government's economic policy, accusing the Government of putting the greatest burden on the people least able to bear it.

"Until adequate price controls and food subsidies have been restored," the resolution read, "Congress urges the General Council to reject attempts to restrict justifiable wage increases necessary to ease the burden of rising living costs." The resolution was supported by the General Council and carried by a vote of 7,771,000 to 39,000.

A second resolution, sponsored by the Electrical Trades Union, rejecting "the Tory Government's policy of so-called restraint" and advocating submission of wage claims, was opposed by the General Council and rejected by a vote of 4,914,000 to 2,626,000.

### Social Ownership

A heated and lively debate took place on a composite resolution reaffirming faith in the principles of social ownership. The

resolution supported resistance to attempts to denationalize the road haulage and iron and steel industries, and called on the General Council to formulate proposals, for submission to the 1953 Congress, for the extension of social ownership to other industries and services, "particularly those now subject to monopoly control"; the proposals, after endorsement, to be submitted to the political wing for inclusion in Labour's general election program.

The General Council, although not opposing the general principle of demanding further nationalization, objected to the specific instruction to prepare nationalization plans by 1953, claiming that it did not allow sufficient time. The President promised that if the resolution were remitted, the General Council would consult all concerned and would submit such report as it could next year. The resolution when put to the vote, however, carried by a vote of 4,542,000 to 3,210,000.

### East-West Trade

A composite resolution on the subject of international trade viewed with alarm the increasing difficulty of maintaining exports in the face of growing competition in world markets. It expressed the belief that "extensive trading relations with China, the USSR and other eastern countries would make a substantial contribution towards improving the present international situation, which is causing grave concern to the peoples of all countries". Considerable discussion followed.

Sponsors of the resolution were the National Union of Mineworkers, the Amalgamated Union of Foundry Workers, the Transport and General Workers' Union, the Electrical Trades Union, the Scottish Painters' Society and the National Union of Railwaymen. It was supported by the General Council on the understanding that, while some advance might be made, it must not be assumed that new machinery is necessary.

### Other Resolutions

Resolutions were carried calling for the abolition of all charges in the national health service and for inclusion of a comprehensive occupational health service to safeguard industrial workers.

Congress went on record in support of encouraging joint consultation in industry. On behalf of the General Council it was stated that trade unions would do everything possible to promote discussion with employers on methods designed to increase industrial efficiency.

A composite resolution condemning the Government White Paper on transport and the Transport Bill was carried without dissent, and unanimous approval was given to a resolution condemning governmental interference with the efficient operation of British air transport.

Early legislation on shop hours, health and safety in non-industrial employment, and juvenile working hours as recommended in the Gowers Committee reports were urged.

Another resolution demanded immediate action to bring about equal pay for women throughout Government service.

Resolutions remitted to the General Council urged initiation of a campaign against attempts to set up "non-political" trade unions in opposition to established unions and clarification of the position of trade union officials who are proceeded against at law when supporting members involved in an official trade dispute.

Other subjects dealt with included old age pensions and old people's living conditions, the films quota, employment of children in the entertainment industry, housing, rent tribunals, food production and farm conditions, human rights and trade unionism in South Africa, and "problem" families.

### Election of General Council

Elections for the General Council of the TUC resulted in all members being re-elected, with the exception of Sir Luke Fawcett who, on retirement, is replaced by G. H. Lowthian, General Secretary of the Amalgamated Union of Building Trade Workers.

Two members were added: H. Hewitt, of the National Society of Pottery Workers, and D. Houghton, M.P., of the Inland Revenue Staff Federation, it having been agreed last year that the two groups they represent should have increased representation on the General Council.

The Council, at its first meeting, elected as TUC chairman for the forthcoming year Tom O'Brien, M.P., General Secretary of the National Association of Theatrical and Kine Employees.



# 71<sup>st</sup> Annual Convention of the American Federation of Labour

Meeting's highlight was Federation's departure from its traditional policy of political neutrality to endorse Democratic candidate in the U.S. presidential elections. Repeal of Taft-Hartley Act called for

The American Federation of Labour, meeting in New York from September 15 to 23 for its 71st annual convention, abandoned its traditional political neutrality in voting to support the Democratic candidate in the United States presidential election. The decision was taken after both Democratic and Republican candidates had addressed the delegates.

Endorsation by the Federation of a presidential candidate was a corollary of the declared stand of both parties on the Taft-Hartley Act.

William Green, in his presidential address, referred to the "bitter disappointment that touches and moves the hearts and souls of every worker in America" through failure to bring about the repeal of the Taft-Hartley Act.

"That is still our task," he said, "and we will concentrate, we will mobilize every ounce of strength we possess. We will use our economic strength as well as our political power in an effort to bring about repeal of this un-American act at the earliest possible date.

"So this convention, I know, will be moved by a sincere consideration of the policy that we will pursue in an effort to achieve our purpose in this respect. We will centre our efforts on it. It is the outstanding task of the organized labour movement at the present time to make us free men in a free nation in a free world, so that we can help make this free world a better world in which people can live. That is our aim and our purpose," the AFL President declared.

Pressing this point home, the Executive Council, in the introduction to its annual report, said:—

"Your Executive Council points out that in facing the problems of the future we must do so with the full realization that the ballot box is the most important weapon which the workers have in their fight for the continued forward march of our American nation."

In addition to the two candidates for the presidency of the United States, other speakers included: David A. Morse,

Director-General, International Labour Organization; Léon Jouhaux, President, General Confederation of Labour (*Force ouvrière*); Hon. Averell Harriman; Hon. Maurice J. Tobin, U.S. Secretary of Labour; and fraternal delegates from other countries.

Messages received from those unable to attend the convention included one from President Harry S. Truman.

The meeting was convened in New York, 57 years since an annual convention of the AFL had been held in that city. Welcoming the delegates were Thomas E. Dewey, Governor of New York State; Thomas A. Murray, President, New York State Federation of Labour; and Vincent R. Impellitteri, Mayor of the city of New York. In attendance were some 750 delegates. Fraternal delegates from the Trades and Labour Congress of Canada and the British Trades Union Congress were also present.

## Report of Executive Council

In a 230-page report, the Executive Council reviewed events of the past year in numerous fields of both direct and indirect interest to the nation's workers. The council outlined the major problems facing organized labour today.

Highlighting the report was the call to action at the polls. "Labour must be politically alive," said the Council. "We must meet the reactionary forces opposed to us on this battleground with the same determination and force with which we have met them on other battlegrounds of the past.

"Labour must see to it that the men and women who sit in the halls of Congress and in our various state Legislatures must be those who realize the importance of labour's contribution to the welfare of our nation . . .

"Our objective of a better and even better day for the workers in America cannot, and must not be, allowed to fail because of political inaction on our part," the report stated.



Other outstanding sections of the report dealt with developments under the Taft-Hartley Act, world affairs, manpower for defence, stabilization policies, productivity, apprentice training, housing, social security, taxation, the immigration law, and organization in particular of women workers.

### **Taft-Hartley Act**

Experience confirms labour's criticism of the Taft-Hartley Act, the Council stated. "The law has proved unfair and iniquitous to workers, while favouring employers," it charged, and is "a dismal failure as a means for settling labour-management disputes."

Assailing Congress for failure to adopt amendments proposed by the AFL Building and Construction Trades Department, the report said building trades unions "have none of the rights, but are subject to all of the penalties, under the law."

Council left it to the convention to formulate specific action to replace the Act with a law which it considered to be fair to both labour and management.

### **World Affairs**

In a comprehensive review of world affairs, the Council warned against the danger of a "creeping world war" as the lines of demarcation between the "cold war" and total war grow thinner. Collective security, it declared, is the need of the hour and can be attained only on the basis of mutual aid among the peace-seeking countries.

It is vitally necessary, the Council believes, to continue the economic aid features of the Government's program of assistance to the non-captive nations of Europe.

There is no simple formula for the solution of the problems and burdens of rearmament, nor is there any short-cut to the blessings of social progress, the Council stated. It believed, however, that the free labour movement should share in the task of "combining the unavoidable and absolutely urgent rearmament effort with the indispensable preservation of social progress. To this end the free labour movement must insist on adequate voice and representation in the defence effort," the Council's report declared. Stating that there should also be an equitable sharing of the burdensome cost of rearmament, the Council warned that any move to use the rearmament effort as "a pretext for opposing further social progress or as an excuse for weakening or wiping out

the benefits of labour legislation and social security already attained" must be "vigorously rejected".

Turning to communism, the Council directed attention to the stand taken by the Federation. "The fight of the AFL against communism," it stated, "is a continuing and vital phase of its energetic efforts to help the free countries of the world become strong enough to deter and defeat communist aggression."

### **Manpower for Defence**

To deal with all aspects of the manpower problem on a voluntary basis, a network of labour-management manpower committees on national and regional levels was drafted, Council reported. Full participation by organized labour at the policy-making level was provided through a 14-man National Labour-Management Manpower Policy Committee. The committee has proved useful in bringing labour and management viewpoints to bear on manpower policies, the AFL executive reported.

### **Stabilization Policies**

Weakening of price controls was scored by the Council. The "rigid" cost-of-living formula under which wage controls operate also came in for criticism, as did delays in Wage Stabilization Board decisions. The Board was urged to approve the Federation's petition for wage increases based on higher efficiency and productivity.

### **Social Security**

The Executive Council renewed its drive for progress in social security legislation. While technology has moved forward rapidly in the United States, the report said, the nation's social security system is far from adequate. The people hardest hit by inflation, it pointed out, are those for whom old age insurance or survivors' benefits constitute the main, and often the sole, source of livelihood.

"The loss of buying power of these social insurance benefits and the growing disparity between the money income of the active population and that of the persons dependent on social insurance benefits," said the Council, "has imparted added urgency to a further revision of the Social Security Act to strengthen its provisions."

### **Housing**

Failure on the part of Congress to adopt a more comprehensive housing program came in for criticism, as also did the decontrol of rents in other than defence areas. The public housing program, said

the report, has been held back "not only by the machinations of real estate interests but also by federal legislation limiting the size of the program".

The report outlined a proposed housing program for consideration by the convention.

### **Organization of Women Workers**

Special organizational efforts to enlist women workers into the Federation were urged by the Council. The Director of Organization was instructed to promote a concerted organization drive.

Women today, the Council pointed out, constitute about 30 per cent of the nation's total labour force, with 17,596,000 employed in industry and 1,219,000 in agriculture.

As the defence program expands, it is anticipated that additional employment opportunities will open for women and that trades previously barred will open to them provided they can obtain the necessary craft training, the report said.

In such circumstances, the Council emphasized, women need unions to protect their interests and to assure them of equal pay for equal work. Even if some women workers later give up their jobs because of marriage or other reasons, it stated, their experience as union members will help them "in a world where workers are better off as a result of universal sharing in progress".

### **Address of President William Green**

In his presidential address, William Green gave priority to the policy to be pursued by the Federation in an effort to bring about the repeal of the Taft-Hartley Act.

Mr. Green then referred at length to the subject of the cost of living. Today, he said, the balance in the pay envelopes of the workers has been reduced to 52 per cent as compared with 1939 and a further rise of three per cent by next July is forecast.

The minimum adequate yearly budget for a family of four, he stated, has risen \$171 in the last year and \$561 since war broke out in Korea. "This minimum budget today costs \$4,155 a year, or \$90 a week if a man works full time," he said. "He needs \$2 per hour to provide even a minimum living for his family, and there are millions of us whose wages are far below that figure."

While wages have increased in the last two years, he said, the increase has not been enough to offset the rise in prices

and in taxes. "The actual purchasing power of the average factory worker's take-home pay after taxes is 80 per cent a week less today than before Korea for a worker with three dependents, and \$2.05 a week for a single worker," Mr. Green asserted.

Referring to the "unprecedented" amount of money spent by American companies on improvement and enlargement of plants and the installation of labour-saving equipment, Mr. Green said:—

"Workers ought to share justly in this profit. With productivity advancing so rapidly, the American economy cannot be kept in a healthy state unless wage increases keep pace with workers' rising power to produce. But wages have not kept pace with productivity from 1949 to 1952. While the workers' output per man hour rose 13½ per cent in two and a half years, his week's average or buying power per hour rose only five per cent, due to wage controls since early 1951 and the rise in prices."

### **Membership**

More than 252,000 members have been added in the last ten months, President Green reported, bringing the total paid-up membership of the American Federation of Labour to 8,098,302—the highest in the Federation's history. In the 13 years since 1939, he said, membership has doubled.

### **Appeal for a United Labour Front**

Mr. Green concluded his address with a plea for a united labour movement.

Apparently replying John L. Lewis' call to labour "to act in unison" (L.G., Sept., 1952, p. 1177), Mr. Green said that from the time the American Federation of Labour was formed in 1881 it has projected the doctrine of labour united in one common family. "Division in the ranks of labour," he said, "is injurious. It weakens us."

When the attempt was made to separate and create different unions and organizations, functioning separately, Mr. Green reminded the delegates, the AFL appealed to them not to do it but to remain united in the "House of Labour"—the American Federation of Labour.

"Our appeal is still there," he said. "We call to the one who led in the division of labour and who now says we are weak because we are divided, to come back. Let's be united. Let it be one labour movement in America; and, notwithstanding our feelings, we still urge and beg and coax them to come back to the House of Labour and live together with us."



## MAJOR DECLARATIONS

### Repeal of Taft-Hartley Act

Asserting that recent actions by the courts and the National Labour Relations Board have abridged the rights of workers, imposed ruinous financial burdens upon unions, and have invaded the workers' freedom of association and the right of collective bargaining, the Federation again called for repeal of the Taft-Hartley Act.

Its repeal, the resolution stated, "is a clear and urgent necessity, not only for the preservation of the rights of labour, but also for the maintenance of sound labour-management relations and of industrial peace.

"Before the 83rd Congress convenes," the resolution continued, "labour must have ready factual evidence bringing out specifically the injustices, inequities and dangers of the Taft-Hartley Act. This should become the basis for our legislative program in the next Congress whereby the obnoxious, dangerous and unjust provisions of the Labour-Management Relations Act of 1947 could be removed and proposals for sound and equitable enactments could be placed before Congress."

Allied with the Federation's demand for repeal of the Taft-Hartley Act was the decision to support "only those candidates of either party who pledge that they will vote for the repeal of the Taft-Hartley amendments to the Wagner Act and the restoration of those portions of that Act which were repealed."

Following a declaration of labour platform by both parties, the Federation voted unanimously in favour of supporting the Democratic candidate for President of the United States. This was the first time in the history of the AFL that a convention has endorsed a candidate for public office. Previous endorsements have been made by the Executive Council.

### Social Security and Health

Recommendations of the Executive Council concerning old age security, unemployment and health insurance, and public assistance were unanimously endorsed by the convention.

Extension of Old Age and Survivors' Insurance benefits to cases of permanent and total disability prior to retirement will be requested of Congress at the next session.

Declaring that the unemployment insurance system has "to an alarming extent become a captive of the states and the state bureaucracy too often subservient to

employers' interests," AFL affiliates are "alerted to help to the utmost in the drive for the betterment of unemployment compensation in the coming year".

Adequate health services are beyond the financial reach of the average American worker and his family, it was stated. The Federation pledged continuation of its energies to bring about a solution "of the economic problem which stands between the patient and his cure".

### Safeguarding AFL Integrity

Delegates reiterated "the unswerving purpose of the American Federation of Labour to be unrelenting in its efforts to maintain the integrity of our movement and to safeguard it from intrusion by any elements from any source which might seek to subvert the high purposes of trade unionism to their personal gain or to illegal ends".

### Memorial to Samuel Gompers

The convention endorsed the proposal to establish a memorial to the late Samuel Gompers at the site of the City of Hope cancer and tuberculosis sanitarium, the memorial to take the form of a cancer research centre or sanatorium. An appeal for contributions towards a fund for this purpose will be made to AFL affiliates.

### Other Resolutions

Other recommendations of the Executive Council adopted by the conference included: the appeal for unity in the labour movement; organization of women workers; appropriation of adequate funds for the Federal Bureau of Apprenticeship; renewal of efforts in Congress to bring about improvements and necessary revisions of the immigration and naturalization law; co-operation of AFL affiliates in the preparation of a report for consideration by the Executive Council on the relation between productivity and wages; co-ordination of federal, state and local tax systems; financing of education, health and welfare services to receive the same priority as is given to defence needs; upward revision of the minimum wage rate; trade union rights to be accorded state and local government employees; federal aid for education; effective labour participation in the work of dealing with natural resources and in the formulation of policy concerning atomic energy.



## Election of Officers

In the election of officers, William Green was unanimously re-elected President of the AFL for his 29th consecutive term. G. L. Meany was returned as Secretary-Treasurer and all 13 vice-presidents of the Executive Council were re-elected.

## Site of 1953 Convention

Invitations for the holding of the 72nd convention were received from St. Louis, Mo., and either Miami or Miami Beach, Fla. The decision was left to the Executive Council.

# "To Insist on Youth When Hiring Women Creates Shortages and Wastes Skills"

**"Age should not be a major factor controlling an applicant's chances of employment," says Ruth A. Hamilton, adviser on women's employment, Unemployment Insurance Commission, discussing older workers' problems**

Insistence on youth in the hiring of women creates needless labour shortages and is a waste of available skills, Ruth A. Hamilton, adviser on women's employment, Unemployment Insurance Commission, told the Canadian Federation of Business and Professional Women's Clubs at its biennial conference in Vancouver.

"Age," Miss Hamilton declared, "should not be a major factor controlling an applicant's chances of employment. If she has the ability required for the job her chronological age should not be a barrier. For instance, it is claimed that there is a shortage of stenographers. This is true up to a point; the real shortage is of young stenographers. There are available large numbers of qualified women, but because they are considered 'too old' they are not acceptable to some employers."

The problem of the ageing population, according to Miss Hamilton, is a dual one and will become more acute as the age span lengthens and the proportion of older persons in the community increases. Within the main one, there is the problem of the aged worker who is too old to continue at a regular occupation, and who might be assisted through counselling. The other problem is that of the older worker who is still capable of giving efficient job performance but who meets with resistance to employment solely because of age.

Women workers, Miss Hamilton said, tend to be disqualified by reason of their years at an earlier age than are men, especially where physical appearance ranks as a major factor. Youth, too, is generally regarded as being more adaptable. "In dealing with older women, I wouldn't say that I have found them less adaptable but there is a tendency for older people to resist change."

Older women proved themselves during the war, Miss Hamilton continued. They showed that they were not only capable of meeting the accelerated work conditions as satisfactorily as younger women but frequently even more so. They were found to be dependable, punctual, to have a good attendance record, and in many instances they brought to their jobs the benefits of experience and mature judgment.

This growing insistence by employers on youth, irrespective of the qualifications of older workers, Miss Hamilton noted, is having the effect of lowering the age limit in many job categories.

Marriage, said Miss Hamilton, is another obstacle to employment of the older woman. "If a woman is married she is not qualified for many an employer's order, even though she is supporting a family; whereas a man of the same age, with a family to support, will receive special consideration by an employer because of that fact."

Apart from the psychological angle, whether married or single, it is economically unsound to discriminate against older workers, Miss Hamilton declared. "It is a waste of skills and it reduces the purchasing power not only of the individual but of the country as a whole. A woman's needs continue as long as she lives and, if she is to meet them, she must have the purchasing power. If she is refused employment, then her purchasing power is cut off and her ability to be self-supporting is impaired."

Offering some suggestions to employers, Miss Hamilton stressed the need for accurate job description. Failure on the part of employers to realize the importance of job specification, she said, results in skills being further wasted. "For instance,

one employer's job requirements may call for a typist but he hires a stenographer, thus depriving another employer who requires the dual skills of typing and stenography from obtaining the help he needs."

The pool system was mentioned as a further obstacle in the way of employment of the older woman. A woman possessing all the skills required in the job, Miss Hamilton said, may find that her only entry to employment is by way of the pool, and in the case of companies whose policy is to hire young people just out of school, train them to their particular requirements, and then move them into positions of responsibility, she may be barred altogether.

Granting that pension plans present a problem in the hiring of older workers, Miss Hamilton believed that most workers, faced with the immediate necessity of obtaining a job, would be willing, if it were an obstacle to their employment, to forego any claim to pension benefit.

"But there are plenty of employers who have neither a pool nor a pension plan,"

she added. "If they would be willing to accept older workers, they would find absenteeism lower and that turnover materially reduced. They might also find the experience which the older worker would bring to her job of considerable assistance in their business."

For the older workers Miss Hamilton had a few words of advice. She referred to the obstacle presented by a pension plan, and urged applicants not to let the difficulty of their inclusion in any plan stand in the way of their accepting employment.

They should also, she said, be willing to consider accepting employment calling for different duties from those to which they have been accustomed. It might even be necessary to adjust their attitude to accepting a change in grade and rate of pay. In such instances, Miss Hamilton told her audience, counselling can be of considerable assistance. "Counselling can bring to an applicant renewed faith in herself and can help in readjustment, where required, to changed conditions."

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## **Two TLC Members Named to Government Posts**

Two men prominent in the Trades and Labour Congress of Canada have recently been appointed to senior positions in provincial Governments.

They are: Arthur E. Skaling, now Minister of Labour in New Brunswick, and William M. Sands, now Deputy Minister of Labour in British Columbia.

Mr. Skaling was for many years President of the Saint John Trades and Labour Council. He is a member of Local 1 of the Bricklayers, Masons and Plasterers' International Union of America (AFL-TLC).

A former member of City Council in Saint John, he has served for many years as the Council's nominee on the School Board.

He resigned the presidency of the Trades and Labour Council to run in the recent New Brunswick elections.

Mr. Sands was formerly Kelowna District Representative of the TLC. He resigned to accept the appointment to the government service.

International Woodworkers of America (CIO-CCL) business agent, pending his appeal from a decision of a British Columbia court (see p. 1489).

Mr. Poje was fined \$3,000 and sentenced to three months in jail for ignoring a court injunction. When he refused to pay the fine he was ordered to spend 12 months in jail.

His appeal to the British Columbia Appeal Court was dismissed and he appealed to the Supreme Court of Canada. The case may not be heard until February; the Court ordered his release pending the appeal.

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## **West German Unionists Elect New Chairman**

Walter Freitag is the new Chairman of the West German Trade Union Federation. He was elected at the Federation's congress in Berlin, defeating Christian Fette, Chairman for the past year.

Mr. Freitag promised to leave politics to the politicians. His defeated opponent had been criticized for embroiling the West German trade unions in such political matters as the West German defence problem.

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## **Supreme Court Orders Release of Tony Poje**

The Supreme Court of Canada has ordered the release from jail of Tony Poje,



# International Labour Organization

## Canada's Part in 35th Session of International Labour Conference

Excerpts from speeches by Canadians at meetings in Geneva are given.  
The delegation's report shows stand taken by the government delegates

Two members of the Canadian delegation to the 35th session of the International Labour Conference spoke in the debate on the report of the Director-General, David A. Morse. They were M. M. Maclean, Assistant Deputy Minister, Department of Labour, who was head of the Canadian delegation and government delegate, and Max Swerdlow, Trades and Labour Congress of Canada, who was the worker delegate. Excerpts from their speeches are given below.

The session was held in Geneva, Switzerland, June 4 to 28.

Major accomplishment of the session was the adoption of three Conventions and three Recommendations (L.G., Aug., p. 1072). The Conventions cover social security, maternity protection and holidays with pay for agricultural workers; the Recommendations, co-operation between employers and workers, maternity protection and agricultural holidays.

The session brought together 654 delegates and advisers representing the governments, employers and workers of 60 member countries. Also present were officially-appointed observers from Libya, admitted at the session as the 66th member state of the ILO.

Also attending were representatives of the United Nations, the World Health Organization, the Office of the High Commissioner for Refugees, the Council of Europe, the Provisional Inter-Governmental Committee for the Movement of Migrants from Europe (PICMME), the International Confederation of Free Trade Unions, the International Co-operative Alliance, the International Federation of Agricultural Producers, the International Federation of Christian Trade Unions, the International Organization of Employers and the World Federation of Trade Unions.

Canada was represented at the Conference as follows:—

*Government delegates:* M. M. Maclean, Assistant Deputy Minister of Labour and

Director of the Industrial Relations Branch (head of delegation) and Paul Goulet, Assistant to the Deputy Minister of Labour and Director, ILO Branch.

*Government advisers:* C. A. L. Murchison, Commissioner, Unemployment Insurance Commission; Dr. Ernest A. Watkinson, Industrial Health Division, Department of National Health and Welfare; Joseph W. Willard, Director, Research Division, Department of National Health and Welfare; and Bruce Williams, Secretary, Canadian Permanent Delegation at Geneva.

*Employer delegate:* Harry Taylor, representing the Canadian Manufacturers' Association. Advisers were: J. A. Brass, General Secretary, Railway Association of Canada; H. W. Macdonnell, Manager, Industrial Relations Department, CMA; Allan C. Ross, representing the Canadian Construction Association; and T. Woodford Smith, representing the Canadian Chamber of Commerce.

*Worker delegate:* Max Swerdlow, TLC. Advisers were: Rodolphe Hamel, President, National Federation of Mining Industry Employees (CCCL); and J. G. McLean, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods.

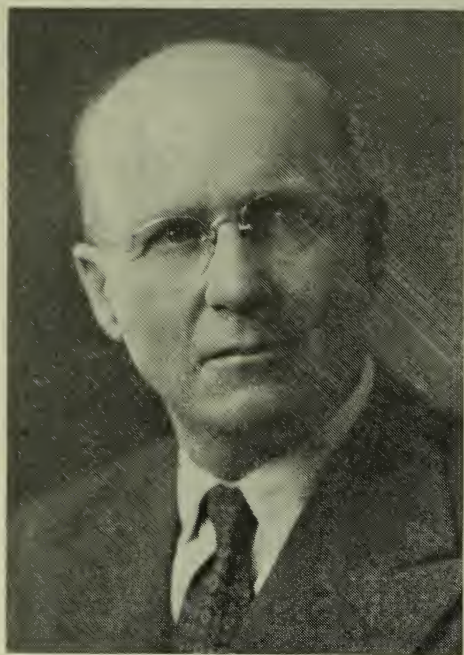
Secretary to the Canadian delegation was H. T. Pammett, Executive Assistant, ILO Branch, Department of Labour.

### Agenda

First item on the agenda was the report of the Director-General. After this came financial and budgetary questions, information and reports on the application of Conventions and Recommendations, and the second discussion on holidays with pay in agriculture. Under the heading "Objectives and Standards of Social Security" came a second discussion on minimum standards of social security and the first discussion on objectives and advanced standards of social security.

The next item on the agenda was co-operation between public authorities and





**M. M. Maclean**  
Headed Canadian Delegation

employers' and workers' organizations. This covered a second discussion of the proposed Recommendation concerning co-operation at the level of the undertaking and first discussion of a draft text containing, as model guiding principles, examples of good practice in consultation and co-operation. Also covered by this item was the first discussion on co-operation at the level of the industry and at the national level.

Last items on the agenda were: revision of the maternity protection Convention, 1919 (No. 3), protection of the health of workers in places of employment, and regulation of the employment of young persons in underground work in coal mines.

While preliminary discussion of the major items was being handled by committees, whose reports were subsequently dealt with by the conference in plenary session, the debate on the report of the Director-General was taking place.

#### **M. M. Maclean**

"There is encouraging truth in the Director-General's observation that most countries have, in recent years, made greater efforts towards social improvement than ever before in their histories," said M. M. Maclean, head of the Canadian delegation, in the debate on the Director-General's report.

"Since there was never a greater need for mutual understanding among the nations of the world," he continued, "it is well to recognize the extent to which the principal social objectives are shared. The role of the ILO in furthering understanding of these common objectives, as well as helping in their attainment, is widely recognized and interest in its activities is being increasingly displayed in my own country."

Mr. Maclean then reviewed some of the recent events in Canada which, he said, "reflect some fairly substantial progress towards the attainment of social and economic goals". He pointed out that while Canada had not escaped the inflationary pressures of the post-war years, labour's earnings have "more than kept pace with the rise in prices". The general standard of living has risen, he said, labour has, in most industries, enjoyed a reduction in weekly hours of work and workers have also gained more leisure time through an increase in the number of paid statutory holidays and longer annual vacations with pay. At the same time, production has increased substantially, he stated.

"We believe," Mr. Maclean told the conference, "this combination of higher labour standards and higher production is significant. There has been increasing recognition that pursuit of one does not rule out achievement of the other. Labour has become more aware of the importance of high productivity as the essential source of labour gains; on the other hand, employers have become more ready to emphasize such benefits as an objective of industrial policy."

Canadian labour, Mr. Maclean continued, gives considerable credit for its improved standards to trade unions, which, through the development of seniority systems and grievance procedures, have helped to give their members a feeling of collective security. This security, he added, combined with the continuity of employment that has resulted from the favourable conditions of the post-war years, has given workers a stronger feeling of confidence in their economic future and in the systems and procedures which maintain their economy.

"This feeling," said Mr. Maclean, "is fostered by government services providing educational and training opportunities, a national employment service, unemployment insurance, old-age and other social security benefits."

Employers, too, have contributed to this feeling by their support of the principle of employment stability and the business

initiative which contributes to its achievement, by their support of collective bargaining principles and generally in their attitude of meeting labour fairly in their contract negotiations, he stated.

Warning that "the future is not without its hazards," Mr. Maclean said one danger was that "potential economic gains may be dissipated in industrial strife".

"There is evidence that many employers and unions are improving their ability to work together," asserted Mr. Maclean in reviewing the trend of Canadian labour-management relations over the past few years. "This does not mean," he added, "an end to industrial conflict in Canada. Differences of opinion will inevitably continue and will be thrashed out in collective bargaining, conciliation procedures and some times strikes. But what it does mean is that industrial relations are taking on a more orderly pattern.

"The fact that labour has established a firmer place in the community helps to foster the sense of responsibility that is a prerequisite of good industrial relations," he went on. "Both management and labour are growing in their ability to see one another's point of view. Their relations are increasingly based on confidence in one another's good faith. While bargaining shrewdly, they are finding it possible to work out arrangements that are in the interests of both sides, with due regard to the interests of the community."

Noting that labour-management co-operation was on the conference agenda, Mr. Maclean said that "it is becoming more widely recognized that economic incentives are only part of the answer" to harmonious and good productivity within an enterprise.

"Without anything in the nature of legislative coercion," he reported, "my Government has for several years been sponsoring labour-management production committees, which have had some considerable success in establishments where the employer and union have given them full support.

"There is an idea here, I believe, that offers hope to all of us," he continued, "and that is, that where labour is secure in its relationship with management, and where both sides make a wholehearted effort to co-operate in matters in which they have a common interest, namely, in the welfare and efficiency of the industrial undertaking, a situation may develop in which human dignity is enhanced and the individual worker finds an outlet for the

resourcefulness and creative spirit that man has used through the centuries in his conquest of the elements.

"Recognition of the validity of this idea," he said, "does not diminish the number, the intensity or the complexity of our labour and industrial problems; but it supplies the atmosphere in which the answers to these problems may be most effectively sought."

Granting that a government's attitude to industrial relations may change to meet a changing situation, Mr. Maclean told the conference that the Canadian Government's present position was based "on the premise that the best answers to labour-management problems can be worked out by the parties themselves and that, by and large, the solutions they find are likely to match the broader needs of the community. With this in mind," he said, "it has been our objective to establish conditions favourable to the development, by the parties themselves, of a sound working relationship."

Enlarging on this statement, Mr. Maclean said:—

Our policy is not to over-regulate but to establish the basic conditions of freedom of association and the obligation to bargain collectively. But the essence of our labour relations legislation is that it seeks to avoid imposing solutions on the parties. Its purpose is to help the parties to come together and to work out their own solutions—in other words, to make collective bargaining work. While this means that, for the most part, the Government stays out of such matters as wage determination, nevertheless it has an important role to play in the setting of minimum standards. The actual conditions of most of our workers are well above the minimum set by legislation. They are set by labour and management themselves, through collective bargaining. This does not mean that constant attention is not being paid to legislation. Each year brings some advances in the standards set by labour legislation. . . .

In conclusion, Mr. Maclean said: "We appreciate the work the ILO has done over past decades in developing international standards for labour legislation. We welcome all the more the new role of the ILO—that of fostering the productive efficiency of underdeveloped countries. This is one of the great tasks of our time."

### Max Swerdlow

All our efforts to make this world a better place to live in must be of a positive nature, said Max Swerdlow, Canadian worker delegate to the conference. "Economic security, social progress, freedom and brotherhood must not be mere lofty principles to talk about," he continued.





**Max Swerdlow**  
Canadian Worker Delegate

"They must be objectives that all governments must try to promote; they must be goals that all mankind must strive to attain."

Mr. Swerdlow then turned to an enumeration of some of the problems faced by Canadian labour.

"Our immediate and most pressing problem is unemployment," he declared. "It is regrettable that a country as wealthy in natural resources as Canada, possessing as much industrial potential and know-how, should have so many unemployed."

Organized labour has often urged the inauguration of a public works program, without success. Mr. Swerdlow told the conference, quoting from the brief presented to the Cabinet by the TLC last March (L.G., April, p. 397). The general situation is steadily improving, however, he remarked.

Housing is another national problem, Mr. Swerdlow stated. In the field of social security, he spoke only of the problem he considered of prime importance: a national health insurance plan. Labour is willing to contribute its rightful share to such a scheme, he asserted.

Labour's efforts have not gone unwarded and economic conditions are not as bad "as some people here try to make them out to be," he continued. "Labour has made and is continuing to make considerable progress. Our standard of living is perhaps one of the highest in the world.

Our Government has implemented social legislation that very substantially improves general conditions. This has been done in spite of international tension and worldwide adverse economic conditions."

Mr. Swerdlow, who is a TLC organizer, then discussed some organizational problems.

"Although Canadian industry at no time embraced trade unions with open arms, on the whole industrial relations in Canada are very satisfactory," he said. He expressed regret, however, at the recent increase in the formation of company unions. "Although company unions are not new in Canada, their growth in some provinces has now reached very serious proportions," he declared.

While provincial and federal legislation brands such unions as illegal, he told the conference, "it is almost impossible to prove company influence and domination." Mr. Swerdlow then sounded a warning: "The labour movement will adopt every effective measure to protect and to safeguard the legitimate aspirations of Canadian workers."

Turning to labour-management relations, he said he was at a loss to understand the reluctance of some employers to accept labour's "sincere offer of co-operation". Labour has no ulterior motives in its desire to develop real co-operation, he declared.

"We sincerely hope that harmonious relations, that industrial peace, that co-operation—whether on the level of the undertaking or on the national level—can benefit both employers and employees. I ask the employers' representatives," he concluded, "to stop being suspicious of our motives and to accept our hand of friendship in the same spirit as it is offered—in the spirit of frankness and sincerity."

## CONVENTIONS

### Agricultural Holidays with Pay

The Convention concerning Holidays with Pay in Agriculture (No. 101) adopted by the Conference provides that "workers employed in agricultural undertakings and related occupations shall be granted an annual holiday with pay after a period of continuous service with the same employer". It is left to ratifying countries to decide how they will carry out the provisions in the Convention.

The Convention was adopted 124 votes to 16, with 51 abstentions. The Canadian government delegates abstained on the vote.

Reasons for Canada's abstention were:—

(1) The organization of Canadian agriculture is unlike that in many other



countries, in that paid labour constitutes a much smaller proportion of the total agricultural labour force and the great majority of Canadian farmers employ no labour except members of their own families. Moreover, paid agricultural workers in Canada do not, in most cases, expect to remain in that status permanently; many become farm proprietors, while some transfer to other industries.

(2) The total number of paid agricultural workers is divided among many employers, most of whom employ only one person. This would make the enforcement of regulations difficult.

(3) A large part of the labour employed in Canadian agriculture, other than farm operators, is composed of seasonal, casual, or part-time workers, or unpaid family workers, to whom regulations such as those proposed would be either non-applicable or difficult to apply.

(4) From a geographic point of view, Canadian agriculture is scattered over a large area, with great diversity in methods of production and in form of organization. In many areas the population is very sparse. These facts would increase the difficulty of enforcing uniform regulations, even although enforcement would be under provincial jurisdiction.

### Minimum Standards of Social Security

The Convention concerning Minimum Standards of Social Security (No. 102) adopted by the Conference provides a broad approach to social security, covering nine contingencies for which standards are established. The standards relate to persons to be protected, qualifying conditions, benefit rights, rate of benefit, and the common provisions in respect to administration, finance and the right of appeal.

The nine branches of social security include: medical care, sickness benefit, unemployment benefit, old age, employment injury benefit, family benefit, maternity benefit, invalidity pensions or allowances, and survivors' pensions or allowances.

For purposes of ratification, a member state must cover at least three of the nine contingencies, including one branch relating to unemployment, old age, employment injury or survivors' benefits.

The Convention was adopted by a vote of 123 to 33, with 22 abstentions. Canada, after failing to have a Recommendation substituted for the Convention, voted for the Convention.

Canada's request that a Recommendation rather than a Convention be adopted was made during the debate by C. A. L. Murchison, adviser to the government delegation. "We are still unconvinced that as a Convention this instrument will provide a meaningful standard for the entire range of social security," he said. "A system of ratification allowing for consid-

erable choice of branches of social security which are not comparable, and which vary in relative importance from country to country, seems incompatible with the principle of specific comparable obligations," he added.

Continuing, Mr. Murchison said:—

If we estimate the possible cost of the minimum standards of each of the branches of social security in any State, a wide variation in cost would be shown among the several branches within that State. If we did the same for every State, we would find a great variation percentage-wise in the cost of a given branch as between the several States.

Under a Convention such as the one proposed, the natural tendency would be to adopt the least costly of the branches of social security in order to qualify rather than to adopt the branches suited to their particular needs. As a Convention, this instrument does nothing to ensure the orderly development of social security measures according to the particular needs of any given State and in line with the economic development of that State.

We must again remind ourselves that this all-embracing plan was conceived, in part, because of the failure of the majority of States Members to ratify existing social security Conventions. At the time when the plan was first discussed it was understood that the standards and requirements would be such as to enable the less developed countries to inaugurate a social security program for their people. Whether we have been realistic in our approach to this plan, time alone will tell.

We think that greater results would be achieved, in the first instance, by the slightly developed countries if they were permitted to experiment in this field with the aid of an appropriate Recommendation. Under such conditions, States could move from one branch to another as circumstances required; they could experiment with combinations of those branches and ultimately determine the course they should follow. This freedom of choice and action would be possible under a Recommendation. We feel that a Convention, at the outset, would not be helpful in stimulating this type of approach.

There are two main arguments in support of the view that this document should now be issued as a Recommendation. In the first place, it seems sound and proper to suggest that the minimum standards should not be in the form of a Convention, at least until the advanced standards have been determined. Secondly, since this is the first attempt to incorporate into one document the relevant provisions for all branches of social security, it would be well to allow time for States to experiment and adjust their programs in line with a Recommendation without in any way being committed to accepting one branch or another as a permanent plan which would be the case under a Convention.

### Maternity Protection

A Convention concerning Maternity Protection (No. 103) was adopted, revising

the Maternity Protection Convention (No. 2) of 1919. The earlier Convention was adopted at the first session of the International Labour Conference and was brought into force in June, 1921.

The revised Convention applies to women employed in industrial undertakings and in non-industrial occupations, including women wage-earners working at home. It entitled any woman concerned to a period of maternity leave of at least 12 weeks. The remainder of the total period of leave may be provided before the presumed date of confinement and/or following the end of the compulsory leave period.

While absent from work on maternity leave, the woman is entitled to receive cash and medical benefits. The rates of cash benefit must be sufficient for full and healthy maintenance of herself and her child in accordance with a suitable standard of living. Medical benefits include prenatal, confinement and post-natal care and hospitalization, where necessary. Freedom of choice of doctor and freedom of choice between a public and private hospital must be respected.

Cash and medical benefits must be provided either as of right, by means of compulsory social insurance or by public funds; or subject to a means test required for social assistance. Where cash benefits provided under compulsory social insurance are based on previous earnings, the rate of benefit must not be less than two-thirds of the woman's previous earnings.

Any contribution due under a compulsory social insurance scheme providing maternity benefits, and any tax for such purpose based on payrolls, whether paid both by the employer and employees or by the employer, must be paid in respect of the total number of men and women employed by the undertaking concerned, without distinction of sex. In no case is the employer individually liable for the cost of the benefits due to women employed by him.

The Convention was adopted by a vote of 114 to 36, with 25 abstentions. The Canadian government delegates supported the Convention.

## RECOMMENDATIONS

### Agricultural Holidays

The Convention concerning Holidays with Pay in Agriculture was supported by a Recommendation, which was adopted 136 votes to 12, with 31 abstentions. Canadian government delegates abstained from voting on the Recommendation for the same reasons as they abstained from the vote on the Convention (*see p. 1460*).

## Consultation and Co-operation

The Conference adopted a Recommendation (No. 94) concerning Consultation and Co-operation between Employers and Workers at the Level of the Undertaking. Canadian government, employer and worker delegates supported the Recommendation, which was adopted by a vote of 174 to 2, with 13 abstentions.

Basis for discussion was the text proposed by the International Labour Office, supplemented by a proposed resolution setting forth guiding principles. Employer and some government delegates sought an amendment to the text to eliminate all reference to legislative action to bring co-operation into effect. Worker delegates wanted the guiding principles incorporated into the Recommendation itself.

A compromise was reached. Employer delegates withdrew from their position on legislative action and worker delegates accepted modifications in the proposed text and a resolution covering the guiding principles. When it came to a vote, the resolution was approved, 137 votes to 2, with 16 abstentions. All Canadian delegates voted in favour of the resolution.

## Maternity Protection

A Recommendation concerning Maternity Protection (No. 95) was adopted, 112 votes to 31, with 29 abstentions. It contains more generous provisions than the Convention it supports (*see p. 1461*). Canadian government delegates voted in favour of the Recommendation, as they had in the vote on the Convention.

The period of maternity leave proposed by the Recommendation is 14 weeks instead of 12 weeks. Cash benefits are fixed at a higher rate than the minimum standard provided for in the Convention, equalling, where practical, 100 per cent of the woman's previous earnings. It is also suggested that other benefits, such as layettes (or payment for the purchase of layettes) and the supply of milk (or nursing allowance for nursing mothers) might be usefully added.

The Recommendation also covers questions of facilities for nursing mothers and infants, protection of employment, and protection of the health of employed women during the maternity period.

## RESOLUTIONS

The Conference adopted 16 resolutions. Heading the list was one concerning the independence of the trade union move-



ment. Approved by 112 votes in favour, none against, with 37 abstentions, it reads as follows:—

1. The fundamental and permanent mission of the trade union movement is the economic and social advancement of the workers.

2. The trade unions also have an important role to perform in co-operation with other elements in promoting social and economic development and the advancement of the community as a whole in each country.

3. To these ends it is essential for the trade union movement in each country to preserve its freedom and independence so as to be in a position to carry forward its economic and social mission irrespective of political changes.

4. A condition for such freedom and independence is that trade unions be constituted as to membership without regard to race, national origin or political affiliations and pursue their trade union objectives on the basis of the solidarity and economic and social interests of all workers.

5. When trade unions in accordance with national law and practice of their respective countries and at the decision of their members decide to establish relations with a political party or to undertake constitutional political action as a means towards the advancement of their economic and social objectives, such political relations or actions should not be of such a nature as to compromise the continuance of the trade union movement or its social and economic functions irrespective of political changes in the country.

6. Governments in seeking the co-operation of trade unions to carry out their economic and social policies should recognize that the value of this co-operation rests to a large extent on the freedom and independence of the trade union movement as an essential factor in promoting social advancement and should not attempt to transform the trade union movement into an instrument for the pursuance of political aims, nor should they attempt to interfere with the normal functions of a trade union movement because of its freely established relationship with a political party.

Canadian government delegates supported this resolution.

Three important resolutions concerned the health of workers. They were drafted by the committee on the protection of the health of workers in places of employment, a body composed of 63 members under the chairmanship of Miss Frances Perkins, one-time United States Secretary of Labour. Canadian government delegates voted in favour of all three.

One resolution calls for the placing on the agenda of the next session the question of protection of the health of workers in places of employment and instructs the International Labour Office to draft on this subject a Convention supplemented by a Recommendation and, as an alternate choice, a Recommendation alone.

A second resolution on the health of workers calls on governments to encourage employers to consider ways of eliminating or reducing the risks of workers exposed to harmful substances. Several methods are indicated in the resolution.

The third resolution on this subject concerns the collection and diffusion of information on the substitution of harmless or less harmful substances for harmful substances.

Among other resolutions adopted were those concerning assistance to underdeveloped countries, the question of the minimum age of admission to underground work in coal mines, advanced standards of social security, welfare facilities in coal mines and the regulation of the employment of young persons in underground work in coal mines.

The Conference adopted a budget for 1953 of \$6,223,368, of which Canada's share will be \$216,158.94. The Canadian government delegates voted in favour of the budget.

Almost 84 per cent of the reports due on the application of Conventions and Recommendations were received by the ILO during the last year, it was reported to the Conference.

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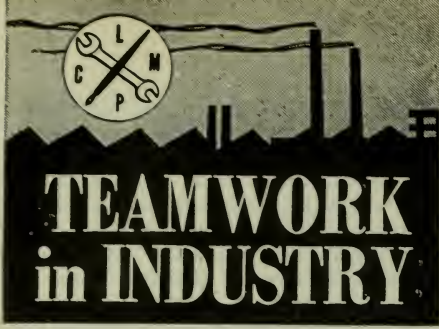
## ILO Classifies World's Occupations, Lists 1,727 Jobs

The International Labour Office has completed the classification of 1,727 occupations, ranging alphabetically from able seamen to zoologist, in a new international occupational classification system. Prime purpose of the system is to facilitate the migration of labour by making it easier to match available skills and available jobs.

In a 25-page volume, the ILO split the world's occupations into nine major groups which, in turn, are divided into 45 minor groups comprising 287 occupational "families". These families are broken down into the 1,727 separate occupations.

The study took seven occupational analysts 19 months to complete.





Nearly 275 employees of Johnson Wire Works Ltd., in Montreal, recently travelled to the papermaking centre of Three Rivers to visit pulp and paper plants there. The trip, planned and sponsored by the LMPC, was designed to give the employees an opportunity to see the use made of the wire cloth they produce for the paper industry.

Divided into two groups, the employees toured the mills of the Canadian International Paper Company and the St. Lawrence Corporation. The visit enabled the workers to see their product in action and to get an idea of the important part their organization plays in the pulp and paper industry of Canada.

Johnson Wire Works were the hosts at a reception held at the St. Maurice Hotel, Three Rivers, for the supervisory staff of the paper mills in the city. A dinner was held following the reception. Henry Johnson, Vice-President of Johnson Wire Works, introduced the mill managers to the visiting employees and their guests and pointed out that Three Rivers is one of the great paper producing centres of the world and that a large portion of the paper produced there is made on Johnson Wires. The mill managers, C. D. Jentz, St. Lawrence Corporation, H. G. Timmis, Consolidated Paper Corporation, and E. Lonnquist, Canadian International Paper Company, addressed the gathering. In their addresses, they pointed up the value and necessity for co-operation between the paper industry and its important suppliers.

Commenting on the trip and its purpose, the secretary of the LMPC said:—

"By giving the employees this opportunity to see in active use and operation the highly technical product they produce and to talk to the men who use it, there is the more lasting benefit of a new interest in their work and a greater understanding of the economic and social value of their product.

"The LMP Committees at Johnson Wire Works Limited are alive to the desirability of promoting mutual understanding and co-operation not only between the men making the products but also between them and those who use these products."

Officials of the company and the participating union, Lodge 1758, International Association of Machinists (AFL-TLC), expressed great satisfaction with the success of the conference.

\* \* \*

The second in a series of folders containing statements by management spokesmen on their experiences with LMPCs has just been released by the Labour-Management Co-operation Service. The first in this series, describing the work done by LMPCs in different Canadian plants, was released in June.

Entitled *What Management Men Say About LMPCs*, the folder contains statements from: G. F. Stephens & Co., Winnipeg; Penberthy Injector Co., Windsor; Parmenter & Bulloch, Gana-noque; Parisian Corset Manufacturing, Quebec; James Pender & Co., Saint John; and Canadian Radio Manufacturing Corp'n Ltd., Leaside, Ont.

\* \* \*

An unusual example of labour-management co-operation was shown at the annual picnic of the Alliance Paper Mills Ltd., in Merriton, Ont. The Social and Athletic Sub-Committee of the LMPC handled all details of the picnic and the company and Local 77 of the International Brotherhood of Pu'p, Sulphite and Paper Mill Workers (AFL-TLC) donated a draw prize.

\* \* \*

Labour-management productivity teams, organized in Great Britain about four years ago, have been responsible for considerably increased productivity. These teams were sent to the United States under the auspices of the Anglo-American Productivity Council.

A recent report revealed some of the results obtained through the co-operative efforts of the teams.

In steel founding, productivity has been increased by 15 per cent. Since 1949 in some foundries it has gone up 30 per cent.

In iron founding, improvements in British plants went as high as 50 per cent.

In the internal combustion industry results improved up to 50 per cent.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during September. The Board issued five certificates designating bargaining agents, ordered one representation vote and rejected one application for certification. During the month the Board received 16 applications for certification and one application for revocation of certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations and the Industrial Relations Branch of the Department.

### Applications for Certification Granted

1. Brotherhood of Maintenance of Way Employees, on behalf of a unit of Ore Dock Staff Employees of the Canadian National Railways, Port Arthur, Ont. (L.G., July, 1952, p. 914).

2. Canadian Air Line Pilots Association, on behalf of a unit of employees of the Maritime Central Airways Limited, Charlottetown, P.E.I. (L.G., Aug., 1952, p. 1076).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck and stewards departments of the *M/S Jervis Express* operated by Marine Express Lines Limited, Vancouver, B.C. (L.G., Sept., 1952, p. 1207).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of extra gang time-keepers of the Canadian National Railways in the Campbellton, Edmundston, Moncton, Island, New Glasgow, and Halifax Divisions of the Atlantic Region (L.G., Sept., 1952, p. 1207).

5. West Coast Seamen's Union on behalf of a unit of unlicensed personnel of the deck, engineroom and steward's departments of the *M/S Pacific Prince* operated by Northland Navigation Co. Ltd., Vancouver, B.C. (Not previously reported).

### Representation Vote Ordered

The Board ordered a representation vote of employees in the application for certification affecting Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Senecal Transport Limited, Montreal, respondent (L.G., June, 1952, p. 754).

### Applications for Certification Received

1. United Construction Workers Local 204, on behalf of a unit of employees employed by the Burrard Inlet Tunnel & Bridge Co. North Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

2. Grand International Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by Shawinigan Falls Terminal Railway (Investigating Officer: C. E. Poirier).

3. Grand International Brotherhood of Locomotive Engineers, on behalf of a unit of helpers and hostlers employed by Shawinigan Falls Terminal Railway (Investigating Officer: C. E. Poirier).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of motor coach operators employed by McKenzie Coach Lines, Canadian National Transportation Limited, Moncton, N.B. (Investigating Officer: H. R. Pettigrove).

5. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of deck, engineroom and steward's departments employed by Canadian Tugboat Company Limited, Fraser Mills, B.C. (Investigating Officer: D. S. Tysoe).

6. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of deck, engineroom and steward's departments employed by King-come Navigation Co. Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

7. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of deck, engineroom and steward's departments employed by Marpole Towing Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).



8. West Coast Seamen's Union (Canada), on behalf of a unit of deck, engineroom and steward's departments employed by Straits Towing Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

9. West Coast Seamen's Union (Canada), on behalf of a unit of deck, engineroom and steward's departments employed by Vancouver Tug Boat Co., Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

10. West Coast Seamen's Union (Canada), on behalf of a unit of deck, engineroom and steward's departments employed by Monarch Towing and Trading Co. Ltd., New Westminster, B.C. (Investigating Officer: D. S. Tysoe).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Howe Sound Lines Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

12. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers of M/V *Abegweit* and SS. *Prince Edward Island* operated by Canadian National Railways, Cape Tormentine-Port Borden Ferry Service (Investigating Officer: H. R. Pettigrove).

13. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine electrical engineers of M/V *Abegweit* and SS. *Prince Edward Island*

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and replaced the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



operated by Canadian National Railways, Cape Tormentine-Port Borden Ferry Service (Investigating Officer: H. R. Pettigrove).

14. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of chief engineers and junior chief engineers of M/V *Abegweit* and SS. *Prince Edward Island* operated by Canadian National Railways, Cape Tormentine-Port Borden Ferry Service (Investigating Officer: H. R. Pettigrove).

15. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of chief electrical engineers of M/V *Abegweit* and SS. *Prince Edward Island* operated by Canadian National Railways, Cape Tormentine-Port Borden Ferry Service (Investigating Officer: H. R. Pettigrove).

16. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers on SS. *Cedarton* and SS. *Birchton* operated

by Gulf and Lake Navigation Co. Ltd., Montreal, P.Q. (Investigating Officer: L. Pepin).

#### **Application for Certification Rejected**

1. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of the deck and steward's departments of the M/S *Jervis Express* operated by Marine Express Lines Limited, Vancouver, B.C. The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., Aug., 1952, p. 1076).

#### **Application for Revocation of Certification**

1. Messrs. M. Beaulieu & J. E. Tremblay, applicants, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, respondent and Canadian Pacific Railway Company, respondent (ticket office employees, Windsor Station, Montreal) (Investigating Officer: R. Trépanier).

## **Conciliation and Other Proceedings before the Minister of Labour**

### **Conciliation Officer Appointed**

During September the Minister appointed the following Conciliation Officers to deal with the following disputes:—

(1) Saguenay Terminals Limited and Longshoremen's Syndicate of Ha! Ha! Bay, Inc. (Conciliation Officer: L. Pepin).

(2) Ogilvie Flour Mills Co. Ltd., Medicine Hat, Alta., and Local 511, United Packinghouse Workers of America (Conciliation Officer: R. H. Hooper).

(3) Patricia Transportation Co.' Ltd., Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper).

### **Settlement Reported by Conciliation Officer**

During the month the Minister received a report from L. Pepin, Conciliation Officer, advising of the settlement of matters in dispute between Saguenay Terminals Limited and Longshoremen's Syndicate of Ha! Ha! Bay, Inc. (See above).

### **Conciliation Board Appointed**

During the month the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between Keystone Transports, Limited, and Canadian Merchant Service Guild, Inc. The Board was established following receipt

by the Minister of the report of R. Trépanier, who had previously been appointed as Conciliation Officer. The Board is not yet fully constituted.

### **Conciliation Board Reports Received**

During September the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between Colonial Coach Lines Ltd., Montreal, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Aug., 1952, p. 1077). The Minister was later advised that a settlement had been secured by this Board. The text of the Board's report is reproduced below.

### **Settlements Following Board Procedure**

(1) During the month the Minister was advised that a settlement had been reached through further direct negotiations between the Northern Telephone Co. Ltd., New Liskeard, Ont., and Communications Workers of America. A Board of Conciliation and Investigation was appointed in July, 1952 (L.G., Aug., 1952, p. 1076), but was not fully constituted pending the result of these further direct negotiations.

(2) During the month the Minister was also advised that, following receipt of the report of the Board of Conciliation and

Investigation appointed to deal with the dispute between Lakehead Terminal Elevator Association and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July, 1952, p. 915), the parties resumed negotiations with the assistance of Dr. Arthur MacNamara, Deputy Minister of Labour. A settlement was reported.

(3) The Minister was advised that, following receipt of the report of the Board

of Conciliation and Investigation appointed to deal with matters in dispute between the Vancouver Barge Transportation Limited and Seafarers' International Union of North America (L.G., Aug., 1952, p. 1077), the parties entered into further discussion and negotiation and a settlement of the dispute was reported. The text of the Board's report is reproduced below.

## Report of Board in Dispute between

Colonial Coach Lines Limited, Montreal

and

Canadian Brotherhood of Railway Employees and Other Transport Workers

In the matter of the Industrial Relations and Disputes Investigation Act, and a Dispute Affecting Colonial Coach Lines,

and

Canadian Brotherhood of Railway Employees and Other Transport Workers.

### *Report of Board of Conciliation*

Members:

Judge J. C. Reynolds.

A. W. Beament, QC, Company Nominee.

R. G. Geddes, Union Nominee.

To:

The Hon. MILTON FOWLER GREGG,  
Minister of Labour,  
Ottawa, Ontario.

Hon. Sir:

Pursuant to your appointment, the Board of Conciliation met with the parties in Montreal on July 10 and July 11, 1952, and in Ottawa on August 12 and August 13, 1952, and we are pleased to report that as a result of the hearings and subsequent negotiations between the parties all matters in dispute have been settled. Both the Company Officials and the Union Representatives are to be commended for the harmonious relationships that have prevailed at all times, and we are fully

On September 23, 1952, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Colonial Coach Lines Limited, Montreal, and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Board was under the Chairmanship of His Honour Judge J. C. Reynolds of Kingston. The nominee of the company was A. W. Beament, QC, of Ottawa; the union nominee, R. G. Geddes of Toronto. The text of the Board's report is reproduced herewith.

satisfied that in the future the same friendly and co-operative spirit will be shown.

A copy of the new Agreement will be forwarded in due course.

All of which is respectfully submitted.

Dated this 20th day of September, 1952.

(Sgd.) J. C. REYNOLDS,  
Chairman.

(Sgd.) R. G. GEDDES,  
Member.

(Sgd.) A. W. BEAMENT,  
Member.

In terms of gross value of products, pulp and paper ranked as Canada's leading manufacturing industry in 1950, according to the Dominion Bureau of Statistics. It was followed by slaughtering and meat packing, motor vehicles, non-ferrous metal smelting and refining, petroleum products, sawmills, primary iron and steel, butter and cheese, cotton yarn and cloth, and flour mills, in that order.

# Report of Board in Dispute between

Vancouver Barge Transportation, Limited

and

Seafarers' International Union of North America, Canadian District

Mr. M. M. MACLEAN,  
Director of Industrial Relations,  
Department of Labour,  
Ottawa 4, Ontario.

Dear Mr. MACLEAN:

In the matter of the Industrial Relations  
and Disputes Act, and a Dispute  
Between:

Vancouver Barge Transportation, Limited,  
Vancouver, B.C., Employer,

and

Seafarers' International Union of North  
America, Canadian District, Employees.

## *Members of the Board*

Mr. Robert Hewitt, Chairman.  
Mr. R. A. Mahoney, Member.  
Mr. Jack Price, Member.

## *Representing the Employer*

Mr. Geo. M. Lindsay, Manager.  
Mr. J. Spibey, Office Manager.

## *Representing the Employees*

Mr. Dick Deeley, Agent.  
Mr. Max Pierotti, Organizer.

## *Terms of Reference*

To endeavour to establish contractual relations between the parties through a collective agreement, or, failing this, to clear the way for the negotiation of a collective agreement, by resolving all matters in dispute presently preventing agreement.

The Board met in the Provincial Court House at 1:45 p.m., Wednesday, August 27, and the members duly sworn. Following a brief meeting of the Board, by pre-arrangement the Hearings commenced promptly at 2:30 p.m. the same date, adjourning at 5:00 p.m., to meet again at 10:00 a.m. Thursday, August 28, continuing in session the whole day. The Board met again for two sessions, meeting parties separately, on Wednesday, September 3.

The hearings were harmonious and both parties made substantial revisions of their original positions in an effort to reach agreement, with the result that the dispute is now largely confined to three main issues, namely—Union Security; Hours of Work; and Wages.

On September 8, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Vancouver Barge Transportation Limited, Vancouver, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of Robert Hewitt. The nominee of the company was R. A. Mahoney; the union nominee, Jack Price. All members of the Board reside in Vancouver. The text of the Board's report is reproduced herewith.

It is the opinion of the Board that a satisfactory and acceptable solution to these three issues will leave little if any difficulty in effecting a complete collective agreement, as well as reasonably good Union-Management relations. Both parties have so intimated to the Board, at the conclusion of our discussions.

In support of the above opinion, we quote the following from the Brief submitted by the Employer:—

"In view of the fact that there has been no previous labour agreement between the parties, no settlement on any item in dispute has been made. However, it is the Company's understanding that the main items in dispute involve wages, hours of work, and Union security. Therefore, it is intended to limit this written brief to these matters. Any other items which come up, can undoubtedly be discussed verbally, and it is hoped some satisfactory arrangement reached."

## *Relevant Facts In Brief*

The Vancouver Barge Transportation Company owns four tugboats, operating what it terms "a restricted barge freight service in B.C. Coastal Waters". One of the four tugboats is maintained as a spare, to replace any one of the others when in for repairs or overhaul.

The Freight service is conducted on the basis of three regular runs, as follows:—

Vancouver to Westview and Comox  
and return.



Vancouver to Victoria and return.

Vancouver to Nanaimo and return.

The Licensed Personnel (Deck Engineer Officers) are separately certified to the Merchant Service Guild, and to the Marine Engineers Union. This dispute, therefore, involves only the unlicensed personnel on the Company boats.

Two of the boats carry a crew of four men and a cook. The other boat carries a crew of three men and a cook (all exclusive of the Licensed Personnel). At the present time, part of the crew are classed as quartermasters and part as deckhands. However, it is agreed by both parties that quartermasters and deckhands be placed in one classification, and subject to the same rates of pay.

Rates of pay currently in effect are as follows:—

Cooks .....	\$172.50 per month.
Quartermasters ..	\$167.50 per month.
Deckhands .....	\$159.50 per month.

To present as clear a picture as possible of the current hours of work, we take the liberty of quoting the following from the Brief presented to the Board by the Employer:—

“At the present time, the hours of work for unlicensed personnel are somewhat confusing. As will undoubtedly be realized by this Conciliation Board, any attempt to work standard shifts on small boats when persons are required to be on duty continuously over a 24 hour period, is difficult. For this reason, it has become more or less standard practice throughout most phases of B.C. Coast Shipping, to have men work continuously for a period of time until a certain number of days off have been accumulated, and then for the men to take the accumulated time off all at once. This practice has apparently been agreeable to the men and to the companies. Thus, present practice in this company is as follows:

“Cooks receive 10 days off per month.

Quartermasters work 6 hours on and 6 hours off, and receive 7 days off per month.

Daymen (deckhands other than quartermasters) work 8 hours on and 16 hours off, and receive 4 days off per month.

“This outline of stated time off is somewhat misleading, inasmuch as the days off referred to above are clear days off, away from the boat. In addition to

these stated days off, all of the personnel aboard the company boats, receive a considerable amount of time off at stated intervals when the boat is in port. This additional time off is not counted officially, so that in reality, the men have a considerable amount of extra free time which is not official.”

### *Union Security*

In the matter of Union Security. Naturally, in the absence of any collective agreement in the past, the Employer enjoys absolute freedom of restriction in “hiring and firing”, and deciding upon “conditions of employment”, and is reluctant to agree to sharing that freedom with the Union. This attitude is only to be expected, and is quite common among employers, many of whom are otherwise most appreciative of Union co-operation. However, the Employer has expressed a willingness to agree with the Union to a check-off of Union dues, at the written request of any or all of the men.

The Union has submitted the following proposed clause to be embodied in a collective agreement:—

#### *“Hiring Clause and Union Recognition”*

—The Company recognizes the Union as the duly certified collective bargaining agent for all unlicensed personnel specified herein, employed in the Deck and Stewards Departments of all vessels owned and operated by it.”

“The Employer agrees to give preference in employment to members of the Seafarers’ International Union of North America, and to secure their unlicensed personnel through the offices of the Union.”

“The Union agrees to furnish capable, competent and satisfactory employees. The Union further agrees that the Company shall have the right of rejection of personnel they consider unsuitable, with the understanding that if the Union considers the cause of the rejection unjust, the Company agrees to endeavour to reach a satisfactory settlement with the parties involved, the Business Agent of the Union, and the member or members in question.”

“Should the Union for any reason, at any time, be unable to furnish a capable, competent man or men, to fill any vacancy or vacancies, the Company reserves the right to fill said vacancy or vacancies from other sources.”

“Any unlicensed personnel hired in Canada, who are not members of the Union, will be required, as a condition

of employment, either to join the Union and to continue as members thereof during their employment, or, in the alternative, to tender to the Union, one month's dues and assessments, as well as the initiation fee, as presently established, and to pay subsequent monthly dues as required of Union members. (Failure to pay arrears of monthly dues shall be a further bar to employment until paid.)"

"The Union agrees that the Company will have their co-operation in the employment of individuals recommended by the Company."

#### *Recommendation*

The Board has given careful consideration to the arguments of both sides relative to this issue. While we recognize considerable merit and sincerity in the position taken by the Employer, we also recognize the fact that "hiring" clauses and some form of Union Security have become the standard practice in practically all Shipping Agreements. If these items were some new innovation being sought from a small shipping company, before the practice had become general, we would hesitate to recommend in their favour, in this case where the Company is comparatively small. However, the recommendation of the Board is that the first four paragraphs of the proposals submitted by the Union—previously quoted—should be accepted and become a part of any collective agreement negotiated by the parties.

In the matter of the fifth paragraph, we recommend that with a view to alleviating a possible bar to agreement, it be modified by the following substituted in its stead:—

"The Company agrees to honour a written assignment of wages to the Union, in behalf of any employee or employees covered by this agreement, who submits the following form in writing:—

To Vancouver Barge Transportation, Ltd.:

Until this authority is revoked by me in writing, I hereby authorize you to deduct from my wages, and pay to Seafarers' International Union of North America, Canadian District, the amounts following:

(1) Initiation fees in the amount of—\$. . . . .

(2) Monthly dues of—\$. . . . .

Signature . . . . .

Employee.

It is recommended that the sixth paragraph be accepted.

#### *Hours of Work*

In the matter of "Hours of Work"—we again quote from the Employer's Brief as to the current hours.

"Cooks receive 10 days off per month.

Quartermasters work 6 hours on and 6 hours off, and they receive 7 days off per month.

Daymen (Deckhands other than quartermasters) work 8 hours on and 16 hours off, and receive 4 days off per month."

The Company is agreeable to place Quartermasters and Deckhands on one classification, and make their hours the same; also to increase the time off for the merged classification, to 10 days per month for all, including the cook. The Company also agrees that men on wheel watch will be worked on a basis of two four-hour shifts. It is also agreeable to the Company that (exclusive of "Cargo Time"), an employee shall not be required to work more than six hours consecutively.

The Union proposes as follows:—

"The hours of work for unlicensed personnel in the deck department shall be on a basis of a six (6) hour day. Where watches are set, the hours of work shall be on a four (4) watch system of three(3) hours on and nine (9) hours off."

There is no disagreement regarding the 10 days per month off, nor to the hours on duty of all except the Cook, being within a spread of the 12 hours available. The Cook shall be on duty 8 hours within a spread of 16 hours available.

#### *Recommendation*

It is the opinion of the Board that the increased number of days per month off duty, and other improvements to which the Employer has expressed agreement, is a considerable concession, while on the other hand, the proposal of the Union for a four-watch system is as far as we can learn, an entirely new innovation, and should become tried out on a larger testing ground, rather than on a comparatively small Shipping Company. The Board recommends, therefore, that the hours as shown above, to which the Company has expressed agreement, shall be embodied in the negotiated agreement, covering the Hours of Work, and that as far as practicable, 8 hours of actual duty within 12 shall not be exceeded (exclusive of Cargo Time).

#### *Wages*

Current rates are as follows:—

Cooks—\$172.50 per month.

Quartermasters—\$167.50 per month.



Deckhands—\$159.50 per month—plus \$1 per hour for all time employed in handling cargo.

Employer is agreeable to the following rates, if agreement reached:—

*Cooks*—\$187 per month.

Abolish classification of "Quartermaster", and class all as

*Deckhands*—at a rate of \$167 per month basic, plus \$1 per hour for all time employed in handling cargo, with a minimum of \$1 Cargo Time for each of the 20 days per month on duty, thus establishing a monthly wage of \$187 for an employee on duty for his full 20 days in a calendar month, plus \$1 per month for each 1 point rise in the Cost-of-Living Index (Federal), plus any increase which may be secured through negotiations (now pending) between the Towboat Owners' Association and the West Coast Seamen's Union.

Employees are agreeable to the following rates, but conditional upon acceptance of their proposed Hours of Work Clause previously referred to and quoted.

*Cooks*—\$200 per month.

Place Quartermasters and Deckhands on one classification, at a rate of—\$175 per month, plus \$1 per hour for all time employed in handling cargo, with a minimum of \$1 per day for each day of the 20 days per month on duty, thus establishing a monthly wage of \$195 per month where the full 20 working days are put in on duty. The difference between the Employer's and the Union proposals amount to \$8 per month. However, it will be noted that the Union is foregoing the proposed \$1 per month Cost-of-Living for each 1 point rise, and the possibility of an increase in the pending wage negotiations between the Towboat Owners' Association and the West Coast Seamen's Union, which might well result in at least the equivalent of \$8 per month, preferring to take the \$8 per month rather than taking a chance on the former.

It will also be noted that the above proposal is conditional upon the acceptance of their proposed "Hours of Work" Clause, and cannot be regarded as an offer unless coupled with the said clause.

#### *Recommendation*

The Board is of the opinion that it is not reasonable or just to expect the Seafarer's International Union to place the establishing of future wage rates in the hands of what is well known to be a rival union, and we agree with the SIU that their wage rates should be established

without regard to negotiations between the said rival union and an Association of Towboat owners, whose operation differs in many important aspects from that of the employer in this dispute. The Board is further of the opinion that the difference of \$8 per month, and what might accrue from a Cost-of-Living rise and through a revision of the Towboat Association Agreement, is so small that it should not stand in the way of a settlement of the wage issue.

It is the opinion of the Board, however, that inasmuch as the Employees handling cargo have, in most cases, the opportunity of far exceeding in take-home pay, the guaranteed monthly rate of \$195, and taking into consideration the fact that room and meals are provided for all time on the Boat, the Union could well afford to recede from the position of agreeing to that rate conditional upon the acceptance by the Company of their "Hours of Work" proposal, and accept the rates as proposed without the condition attached.

We therefore recommend that the following rates of pay shall apply, and shall be embodied in the new agreement:—

All unlicensed personnel—except cooks—

Basic rate \$175.

Extra pay for handling cargo—\$1 per hour.

Guaranteed \$1 Cargo Time for each one of the twenty days per month on duty, making rate for full time—\$195.

This guarantee to be averaged over each calendar month.

It will be noted that Cooks have no opportunity of exceeding the basic rate through handling cargo. We therefore recommend that the basic rate for Cooks be the same as the possible guaranteed monthly rate for Deckhands, or \$195.

#### *Overtime*

The current practice is that on rare occasions when overtime is worked, the employee is given time off to equalize same.

The Union proposal is that overtime outside the regular daily hours shall be compensated for at the rate of \$2 per hour.

#### *Recommendation*

While the occasion seldom, if ever, arises for work other than "Cargo Work" outside of the regular daily hours, nevertheless the Board recognizes the fact that the total absence of "penalty time" for work performed outside of the regular daily hours, renders the term "regular daily hours" meaningless. We therefore recommend, as



a means of protecting the principle of "regular daily hours" that a rate of \$1.50 per hour be paid for all time worked in excess of 12 hours in any calendar day (exclusive of Cargo Time).

NOTE: In our reference to "Cargo Time" in this report, it is the understanding of the Board that "Cargo Time" refers to time worked in loading and unloading cargo, for which \$1 per hour will be paid in addition to the basic monthly rate, whether during or outside of the regular daily duties.

It is understood by the Board that if our recommendations on the three main issues dealt with, are accepted by the

parties, that an appropriate agreement shall be drawn up and signed, and that such agreement shall contain among other items, a clause providing for Arbitration in case of a dispute, drafted to conform to the requirements of the Industrial Relations and Disputes Act, and submitted to the Director of Industrial Relations, Ottawa.

Respectfully submitted,

(Sgd.) ROBERT HEWITT,  
Chairman.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) JACK PRICE,  
Member.

Dated at Vancouver, this 5th day of September, 1952.

## Noted Labour Leader Passes

Philip Murray, President of the Congress of Industrial Organizations and of the United Steelworkers of America, died suddenly November 9

Organized labour has lost one of its foremost leaders with the sudden passing November 9 of Philip Murray, President of the Congress of Industrial Organizations and of the United Steelworkers of America (CIO). He was 66 years of age.

This year's steel strike was the most recent of several lengthy strikes through which Mr. Murray had successfully led the steelworkers' union.

A native of Scotland, he was the son of a coal miner who was president of a union local there. He had been associated with mining and trade unionism from his early years.

At the age of six he attended his first strike meeting. Four years later he left school to join his father in the mines. When the family migrated to the United States and settled near Pittsburgh in 1902, father and son went to work in a coal mine. Both studied correspondence courses in their spare time.

Two years later, Philip Murray was fired after an exchange of blows with a weigh-master accused of cheating. His 600 fellow miners struck in protest and appointed him President of the United Mine Workers' local. The union fought for a month for his reinstatement until hunger drove them back to the mine. Mr. Murray then made the decision to devote his life to organizing the workers.

In 1912 he was named a member of the international executive board of the United Mine Workers and, four years later,

President of District 5. In 1920, the year John L. Lewis became President of the UMW, Mr. Murray was elected Vice-President.

In 1936 Mr. Lewis chose him to head the Steel Workers' Organizing Committee. Six years later, when the United Steelworkers of America was formed from the Committee, Mr. Murray was unanimously elected as the union's first President.

He helped Mr. Lewis in the formation, in 1935, of the Committee for Industrial Organizations, later known as the Congress of Industrial Organizations. When in 1940 Mr. Lewis resigned the presidency of the CIO, he chose Philip Murray to succeed him.

Mr. Murray was still serving as President of both the CIO and the Steelworkers when he died.

Labour, he considered, was the "bulwark" against communism. However, when the anti-communist clause was written into the Taft-Hartley Law, he refused to comply with it, declaring it "presumptuous and unconstitutional". He later signed a non-communist affidavit.

In 1949 he ordered the expulsion of the United Electrical, Radio and Machine Workers of America from the CIO on the grounds that many of its officers were Communists. Subsequently the CIO set up its own International Union of Electrical Workers, which has been able to draw many members away from the UE.

# Collective Agreements and Wage Schedules

## Recent Collective Agreements

### Logging

**Logging—Northwestern Ontario.**—*Certain Pulp and Paper Manufacturing and Other Pulpwood Cutting and Logging Operators and the United Brotherhood of Carpenters and Joiners of America (Lumber and Sawmill Workers' Union).*

Agreements, negotiated jointly but signed by individual companies, to be in effect from September 1, 1952, to August 31, 1953, and thereafter from year to year, subject to notice.

**Union security:** maintenance of membership for all present and future union members, a union shop for new employees and preferential hiring of union members. The union agrees to encourage union members to refrain from moving from camp to camp and from company to company.

**Check-off:** the company agrees to deduct union fees from the pay of all employees who so authorize and to remit same to the union.

**Hours:** for day workers (except cooks, cookees, chore boys, watchmen, barn bosses, raftsmen, inland waters logmen) 8 per day, 6 days a week, a 48-hour week. Walking distance up to one and one-half miles each way or riding time up to one-half hour each way shall not be included in the above hours. **Overtime:** any time worked in excess of 8 hours per day or 48 hours per week shall be paid for at the regular rate of pay. During the driving and the ice and snow hauling seasons men will work as many hours during the week as may be necessary to do the work in hand.

**Statutory holidays:** an employee who has worked in one camp 30 consecutive days immediately before Christmas Day and/or Labour Day and who remains in camp for such holidays, or who leaves camp not earlier than 2 days before and is ready for work on the morning of the third day after such holidays, shall be paid a day's pay for the holiday or holidays. Day work employees who qualify for the holiday pay and who are required to work on the holiday will receive double time for such work. (The previous agreement did not provide for any holidays.)

**Vacations with pay:** every employee covered by this agreement shall receive, in lieu of vacations with pay, vacation credits of 2 per cent of his gross earnings during his period of employment, to be paid in the form of vacation with pay credit stamps, provided the employee has worked a minimum of 75 days within a 4-month period with the same company during each vacation year, or from July 1 of one year to June 30 of the next year. This time limit shall not apply if work is discontinued or in the event of a lay-off. Upon completion of 5 years of continuous service (one year to be not less than 200 days of work) all employees shall receive 2 weeks' vacation with pay. Companies whose woods

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

departments have been operating for 15 years will give all employees who have completed 15 years of continuous service 3 weeks vacations with pay. After 3 months of continuous service, cooks shall be entitled to 10 days' time off with pay, and cookees, chore boys, watchmen, barn bosses, raftsmen and inland waters logmen to 4 days, in addition to vacation with pay benefits. Such time off is to be taken at a time mutually satisfactory to both parties; if, for any reason it is not taken employees will receive pay in lieu thereof. In event of a lay-off due to lack of work this bonus will be granted on a pro-rated basis for each full month worker in excess of the first three-month period.

**Wage rates for certain classes:** per day—cookees \$7.43 to \$8.08; cooks, blacksmiths \$9.73 to \$11.40; bull cooks, general labourers \$9.09; barn bosses, teamsters \$9.32 to \$9.73; loaders and unloaders, hand drillers, sorters, sluicers, jackladder feeders \$9.32; skidders and rollers \$9.45; handymen \$9.45 to \$10.63; mechanics \$9.73 to \$11.75; tractor drivers, truck drivers \$9.38 to \$11.75; river drivers \$9.80 and \$10.16, saw filers \$9.38 to \$10.63; raftsmen, inland waters logmen \$10.39; storage ground logmen \$9.80, powdermen \$9.73 and \$10.16. Cutting pulpwood, rate per single cord—spruce and balsam, rough, 50 inches \$6.23, 100 inches \$5.51, peeled, 50 inches \$9.60, 100 inches \$8.63; rough jackpine, 50 inches \$5.51, 100 inches \$4.85; poplar, rough, 50 inches \$4.49, 100 inches \$4.13, peeled, 50 inches \$6.85, 100 inches \$6. Cutting fuelwood (split), per cord—4-foot poplar \$4.49, jackpine \$5.15, birch and tamarac \$5.81. In addition to above, strip roads are to be paid for at the rate of one cent per foot for 7-foot road and 1½ cents per foot for 10-foot road. Strip width shall not exceed 66 feet. Piece cutters who walk to work in excess of 1½ miles from camp to start of strip shall be paid for walking time for pulpwood cut on such strip at the rate of 15 cents per cord if the distance is from 1½ to 2 miles, 40 cents if it is over 2 but not more than 2½ miles, 65 cents if it is over 2½ but not more than 3 miles, and 90 cents if it is over 3 but not more than 3½ miles. Where piece workers are transported from camp to work they shall be paid for riding time in excess of one-half hour each way at the rate for general labourers. When a piece cutter has cut and piled 75 cords of rough pulpwood or 50



cords of peeled pulpwood in one continuous period of employment in any one camp, he will be paid, in addition to above rates, a bonus of 66 cents per cord for rough wood and 99 cents per cord for peeled wood. Rates per cord for loading and hauling and changing sleighs at spotting grounds, or where unloading is done by mechanical means—from \$1.08 for peeled wood and \$1.20 for rough wood for haul up to one-quarter mile, up to \$3.54 for peeled wood and \$4.26 for rough wood for haul of 5 miles. When wood is unloaded by hand add 18 cents per cord to above rates for rough wood and 15 cents for peeled wood. A special rate may be established by mutual agreement for aged and handicapped workers. (All above rates are the same as were in effect previously.)

**Working conditions:** all camps shall have single beds. Pieceworkers will be provided with scale slips after each scale. All tools will be made available by the company to pieceworkers and others. The charge for board and lodging shall be \$1.75 per calendar day.

**Seniority:** in lay-offs and in promotions, length of service shall receive due consideration. When labour is required, local union workers, experienced in the jobs to be filled, will be given hiring preference.

Provision is made for *grievance procedure*.

## Mining

**Metal Mining—Buchans, Nfld.—***Buchans Mining Company Limited and Jointly the International Brotherhood of Electrical Workers, Local 974, and the Buchans Workmen's Protective Union, Number 24521 (AFL).*

Agreement to be in effect from March 1, 1952, to February 28, 1954, and thereafter from year to year subject to 60 days' notice, with the understanding that the wage scale only shall be subject to negotiations 12 months from the effective date of the agreement.

**Check-off:** the company agrees to collect all initiation fees and dues for the union as set forth in the Labour Relations Act of 1950.

**Hours:** 8 per day or shift 6 days a week, a 48-hour week, except for glory hole blaster, toolkeeper and relief compressor operator who will work 9 hours per day. **Overtime:** time and one-half for work in excess of 8 hours per day or 48 hours per week, except for railroad employees who will be paid time and one-half for work in excess of 208 hours per month. Time and one-half will also be paid for work on Sunday or the alternative day of rest.

**Statutory holidays:** hourly-rated employees will be paid double time for work on 6 specified holidays, 4 of which are paid holidays. Employees other than those in the mess hall and on an hourly rate will be granted 6 paid holidays; if required to work on such holidays they will be paid double time. Mess hall personnel who qualify for vacations, if required to work on 4 specified holidays, will receive one additional day annual vacation for each holiday worked.

**Vacations with pay:** for hourly-rated employees—4 days for the first year of continuous service; thereafter 2 days will

be added for each additional year until a maximum of 12 days per year is reached. Employees with 15 or more years of continuous service will be granted 18 days. For other than hourly-rated employees—one week after one, and 2 weeks after 2 or more years of continuous service. In addition they will be granted up to 7 days' sick leave with pay each year. After 15 years' continuous service any unused portion of sick leave in any year will be added to the employee's vacation with pay.

**Hourly wage rates** for certain classifications: mine department—miners, machine men, timbermen, hoistmen, steel sharpener \$1.46; excavator operator, pumpmen, motormen, pipemen, air shovel operator, trackmen \$1.40; glory hole blaster \$1.38; mine mechanics \$1.46 and \$1.52; scraper operator, miners' and timbermen's helpers, timber checker, samplers \$1.34; muckers and trammers, sump muckers, timber nippers, steel nippers, repair helpers, track and pipe helpers \$1.30; small auxiliary hoists (surface), lamp tenders \$1.24; labourers \$1.20; repairmen \$11.50 (per shift). Mill department—float operators \$1.40 to \$1.56, ball mill operator \$1.50, fine crusher \$1.46, welders \$1.44 and \$1.50; repairmen \$1.37 to \$1.48, helpers \$1.26; pilot plant operator \$1.53, helpers \$1.40; millwright \$1.48; filter operator, oiler \$1.43; dryers, loaders (car) \$1.38; chipman \$1.26. Shops—carpenters \$1.32 and \$1.38, helpers \$1.24; painters \$1.34, truck driver \$1.24, motor winder \$1.56; electricians \$1.46 and \$1.52, linesmen \$1.40; machinists, mechanics, 1st class \$1.52, 2nd class \$1.46; blacksmith \$1.40 and \$1.46; helpers \$1.26 and \$1.33; compressor operators, toolkeeper and relief compressor operator \$1.38. Railroad department, per month (208 hours)—engineers \$299 and \$329, conductors \$299, firemen, brakeman and relief conductor \$289, brakeman \$279, fireman and relief engineer \$299. (The above hourly rates are in most cases from 13 to 19 cents per hour higher than the previous rates.)

Employees who use their own tools in their daily occupation shall be paid a tool bonus based on the value of the tools amortized at the rate of 33½ per cent per year.

**Shift differential:** hourly-rated employees will be paid the following shift differential: afternoon shift 2 cents, night shift 3 cents, and graveyard shift 5 cents per hour.

**Board and room:** the rate for meals in the mess hall of the company will be \$1.50 per day; an additional charge of 5 cents per man per day will be made for bunk-house accommodation.

Provision is made for *grievance procedure*, *seniority rights*, a *Safety Inspection Committee* and a *Labour-Management Committee*.

## Manufacturing

**Women's Dresses—Toronto, Ont.—***Dress Manufacturers' Guild of Toronto, Inc. (Dress Division), and International Ladies' Garment Workers' Union, Locals 72 and 192.*

Agreement to be in effect from August 1, 1951, to July 31, 1954, and thereafter from year to year, subject to 60 days' notice. Either party shall have the right to request



a revision of the provisions respecting wages and hours at any time after January 1, 1953.

**Union security:** an employer shall employ, or retain in his employ to perform certain specified operations, only union members in good standing directed to him by the union. If the union is unable to supply such workers as an employer may require within 48 hours, the employer may employ non-union members. The latter must become members of the union within 2 weeks from the date of their employment.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime,** not to exceed 8 hours in any one week and 2 hours in any one day, may be worked on the first 4 days of any week after the regular hours of work. However, no overtime shall be worked in any craft or operation so long as members of the union engaged in such craft or operation are unemployed or so long as there are facilities or space available for additional employees and the union is able to supply such employees. The overtime rate of pay shall be time and one-half. Whenever there is not sufficient work for all employees the available work in the shop, other than samples, shall be divided equally among all the employees properly engaged in the work. No work shall be done on May 1 and on 5 specified legal holidays, 3 of which are *paid holidays*. No worker may be compelled to work on any other legal or religious holiday.

**Vacation pay:** employees will be granted vacation pay in the amount of 2 per cent of their annual earnings and an additional one-fifth of such vacation credit (previously they were granted only 2 per cent of their annual earnings).

**Wages:** upon the execution of this agreement a wage committee of 10 persons, 5 to represent the employer and 5 the union, shall be established to re-examine and determine, within 3 months from the date of the agreement, minimum wage scales for the industry, such wage scales to form part of this agreement. Only one system of work, either piece-work or week-work, shall prevail in any one craft of any factory. An employer desiring to vary the system of work for any craft may do so only with the consent of the union, such consent not to be unreasonably withheld. The two parties agree to approach the government to secure the enactment of such legislation as may be necessary to eliminate all homework in connection with the production for resale of any clothing of the kind manufactured by the members of the Guild.

**Sick Benefit Fund:** the two parties agree to the continuation of the Sick Benefit Fund as established by the previous agreement, the employers contributing to such fund an amount equal to one per cent of their payroll and the employees an amount equal to one-fourth of one per cent of their earnings. The fund is administered by a board of trustees equally representative of both parties.

**Retirement fund:** for the purpose of establishing and maintaining a retirement fund for the benefit of all eligible employees, the employers shall make a contribution based on the weekly payroll. The amount of the contribution shall be determined by a joint committee set up by the two parties, and is to be based on the following benefits to the

employees: a pension of \$600 per annum to male employees at the age of 65 and to female employees at the age of 60 years, provided they have worked in the industry a minimum of 10 years and have been members of the union for the same period.

**Union label:** the union agrees to provide the employers, at a reasonable cost, with union labels. The union shall have the right to demand the surrender of such union labels from any employers who should fail to comply with the provisions of the agreement.

Provision is made for a *Joint Efficiency and Sanitary Committee* and for the *settling of disputes*. If the representatives of the parties cannot mutually agree upon a decision with regard to any dispute, the latter will be referred to an impartial chairman mutually agreed upon, whose decision will be final.

**Metal Products—Sorel P.Q.—Quebec Iron and Titanium Corporation and l'Union des ouvriers du fer et du titanium de Sorel (CTCC).**

Agreement to be in effect from July 25, 1952, to July 24, 1953, and thereafter, subject to notice.

**Union security:** maintenance of membership.

**Check-off:** voluntary but irrevocable.

**Hours:** 8 per day 6 days a week, a 48-hour week. **Overtime:** time and one-half for work in excess of 8 hours in any one day and for work on Sundays or the alternative day of rest. An employee required to work overtime will be supplied with one free lunch after 2 hours of overtime and another after 5 hours.

**Statutory holidays:** 6 specified *paid holidays* and 4 unpaid holidays will be observed. If required to work on the paid holidays, day workers will receive double time and one-half and shift workers double time plus 10 cents an hour. For work on the unpaid holidays day workers will be paid time and one-half and shift workers straight time.

**Vacations with pay:** after one year's continuous service 7 consecutive days, with pay equal to 2 per cent of wages earned during the preceding year.

**Hourly wage rates** for certain classifications: dryer and crusher department—mixer operators \$1.20 and \$1.30, dryer operators \$1.20 and \$1.35; electrical department—chief lineman \$1.60, sub-station operator \$1.35; electricians, instrument mechanics \$1.35 to \$1.55; electrician apprentices, instrument mechanic apprentices \$1.10 to \$1.25; refining furnace department—furnace operator \$1.55, helpers \$1.25 and \$1.35, ladlemen \$1.25 and \$1.40, moulders \$1.20 and \$1.30, crane-man \$1.50, hyster operator \$1.15, labour \$1.10; smelting furnace department—furnace operator \$1.55, assistant \$1.45; charger, scrubberman \$1.35; slag handler, charging helper \$1.25; clay mixer \$1.15; mechanical department—bricklayers \$1.45 and \$1.55; machinists, mechanics \$1.40 and \$1.50; pipefitter \$1.25 to \$1.45, blacksmith \$1.45; welders, painters, plate workers \$1.35 and \$1.45; carpenters \$1.30 and \$1.40, helpers \$1.15, oiler \$1.25; yard department—tower operator \$1.55, locomotive Diesel operator \$1.50, crane operators \$1.40 and \$1.50; car checker, rigger brake-man \$1.20; truck driver \$1.15. Gang

leaders will be paid a 10-cent per hour differential over highest rate in gang if there are up to 5 men, and a 15-cent differential if there are more than 5 men, in gang.

*Shift differential:* workers on the afternoon and night shifts will be paid a premium of 5 (previously 4) cents per hour.

*Group hospitalization plan:* the company agrees to establish immediately after the signing of this agreement a group hospitalization plan of its own administration and to pay 50 per cent of the premiums.

*Seniority:* plant seniority will be the deciding factor in lay-offs and rehiring, while promotions will be granted according to departmental seniority, provided the employee concerned is qualified to perform the job.

Provision is made for *grievance procedure*.

## Construction

**Carpenters—Saint John, N.B.—Saint John Builders' Exchange and United Brotherhood of Carpenters and Joiners of America, Local 1386.**

Agreement to be in effect from the first payroll period starting after July 1, 1952, to April 30, 1953, and thereafter from year to year, subject to 2 months' notice.

*Union security:* the employers agree to employ as carpenters only members of the union so long as the union can furnish them. If the union is unable to do so its members shall not cause any stoppage of work and shall work along with non-union men until satisfactory unemployed union men are available.

*Hours:* 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours in excess of the regular hours; double time thereafter and for work on Sundays and on 9 (previously 8) specified holidays. Where it becomes necessary to work other than the regular hours (exclusive of overtime and holidays) and in the case of 2 or more shifts being employed the rate for shifts other than during the regular daily working hours shall be 8 hours' pay for 7 hours' work.

*Wages:* the established rate for journeymen shall be \$1.45 per hour. (The previous rate was \$1.21 per hour plus a cost-of-living bonus of 25 cents per week for each one-point rise in the cost-of-living index for Saint John over 159.4—the index figure for May 1, 1950.)

*Transportation:* all employees shall provide their own transportation within the area served by the local transportation system; men travelling by foot in excess of one-half mile beyond the end of the transportation service shall be entitled to travelling time at the rate of 3 miles per hour for such excess distance only. Where carpenters are required to live away from home, they shall be entitled to fares, travelling time and board allowances as may be agreed upon between the employer and the employee at the time of engaging for such work.

*Apprentices:* registered apprentices may be employed in the approximate ratio of one apprentice to 10 journeymen or otherwise by mutual arrangement.

Provision is made for *grievance procedure*.

**Painters and Decorators—Kingston, Ont.**

*—Painting Contractors of Kingston and District and the Brotherhood of Painters, Decorators and Paper Hangers of America, Local 114.*

Agreement to be in effect from June 1, 1952, to May 31, 1954, and thereafter from year to year, subject to 60 days' notice.

*Union security:* employers, signatory to this agreement, will obtain additional help through the union, provided the latter can furnish sufficient help to take care of the work on hand.

*Hours:* 8 per day, between 8 a.m. and 5 p.m., Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work beyond the standard working hours until midnight, double time thereafter until 8 a.m. the following day and for work on Saturdays, Sundays and on 7 specified holidays. No work shall be performed on Labour Day without special permission of the union.

*Hourly wage rates:* for painters, decorators and paperhangers \$1.40 until May 31, 1953; thereafter \$1.50. Spray painters will be paid 10 cents per hour above the regular rate. (The previous rate for painters, decorators and paperhangers was \$1.25, and for spray painters \$1.35, per hour.)

Travelling time will be allowed if employees are required to travel over 10 miles from city.

*Apprentices* shall be governed by the Ontario Apprenticeship Act.

**Carpenters—Vancouver and New Westminster, B.C.—The General Contractors' Association of Vancouver, B.C. and the United Brotherhood of Carpenters and Joiners of America, Locals 452 and 1251.**

Agreement, following strike (L.G., Aug., 1952, p. 1159) to be in effect until March 31, 1953, and thereafter from year to year, subject to 60 days' notice.

*Union security:* only competent union journeymen shall be hired; if they are not available the contractor may obtain carpenters elsewhere but the latter must join the union within 30 days or be replaced by competent union tradesmen when available.

*Hours:* 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 2 (previously 4) hours in excess of the regular hours, double time thereafter, until a break of 8 hours occurs, and for work on Saturdays, Sundays and on 9 specified holidays. No work shall be performed on Labour Day. Additional shifts, when required and continued for 3 or more consecutive nights, and shifts starting after 4 p.m. on jobs in occupied buildings where work must be done after regular working hours will be paid 8 hours' pay for 7 hours' work.

*Vacation pay* will be provided as required by provincial law.

*Hourly wage rates* effective August 25, 1952: for journeymen carpenters \$2.10 (an increase of 10 cents over the previous rate); foremen in charge of work shall be paid not less than \$1.60 per day over the journeyman's rate.

*Out-of-town jobs:* all workmen on out-of-town jobs shall receive transportation to and from the job. Meals and travelling time up to 8 hours in any 24-hour period will be paid for. On jobs beyond the city limits.



but within the jurisdiction of the agreement, transportation to and from the city limits shall be provided; travelling time, when it exceeds 30 minutes from the city limits, will be paid at the regular rate. Should men be asked to work in districts under the jurisdiction of other locals of the United Brotherhood of Carpenters and Joiners of America they shall be paid the wage and adhere to the conditions applicable in the district in which the local union has jurisdiction.

Carpenters on out-of-town jobs from which they cannot return home daily and where a camp is maintained shall not be charged over \$1 (previously \$2) per day for accommodation until December 1, 1952. Thereafter, accommodation is to be supplied by the employer. Where no camp is provided carpenters shall be allowed \$3 (previously \$2) per day, in addition to wages, towards out-of-town expenses, until December 1, 1952. Thereafter, room and board is to be arranged for by the employer.

Apprentices will be employed in accordance with the provisions of the British Columbia Apprenticeship Act.

Provision is made for *grievance procedure*.

#### **Painters and Decorators—Vancouver, B.C.**

—*The Building and Construction Industries Exchange of British Columbia (Painting and Decorating Section) and the Brotherhood of Painters, Decorators and Paperhangers of America, Local 138.*

Agreement to be in effect from April 1, 1952, to March 31, 1953, but may be continued from year to year. Should either party wish to change or cancel this agreement after March 31, 1953, ninety days' notice must be given. This agreement is similar to the one previously in effect (L.G., Nov., 1950, p. 1901) with the following changes and addition:—

*Minimum hourly wage rates:* effective July 27, 1951, the rates provided in the previous agreement were increased by 15 cents, bringing the rate up to \$1.70 for brush painting and paperhanging and \$1.80 for spray painting. Under the terms of the present agreement the rates are again increased; they are now \$1.90 for brush painting and paperhanging and \$2 for spray painting. Effective January 1, 1953, the rates will be increased by another 10 cents per hour.

*Out-of-town jobs:* the maximum amount allowable for living expenses has been increased from \$60 to \$75 per month. A clause has been added which provides that after December 31, 1952, the employer shall pay full reasonable living expenses actually incurred by an employee working out-of-town. Such expenses will not be allowed for any day on which an employee lays off work of his own accord.

#### **Transportation and Public Utilities**

##### **Water Transport—Great Lakes, St.**

*Lawrence River and Gulf of St. Lawrence—Quebec and Ontario Transportation Company Limited and Seafarers' International Union of North America, Canadian District.*

Agreement to be in effect from March 16, 1952, to March 16, 1953, and thereafter from year to year, subject to 60 days' notice.

*Union security:* all unlicensed personnel engaged in Canada will be hired either through the office of the union or through the Seamen's Section of the National Employment Service. Those who are not members of the union will be required, as a condition of employment, either to join the union and to maintain their membership during their employment, or to pay initiation fees and monthly dues as required of union members. The company agrees to provide space at the pay-off for the purpose of collecting union dues. No person shall be employed on any of the Company's Ships unless and until he has signed and filed with the union a declaration that he is not a member of the Communist or Fascist Party of Canada or holds membership in any organization that advocates the overthrow of the government by force or violence.

*Hours of work and overtime:* regular hours for unlicensed crew members shall be 8 per day, to be worked on a 3-watch system—4 hours on watch, 8 hours off watch, or 8 continuous hours on duty in any 24—except when watches are broken while the vessel is in port, anchored or not otherwise under way. When watches are broken unlicensed personnel shall not work more than 8 hours per day between 8 a.m. and 5 p.m. without payment of overtime. For work after he has been relieved at the end of his regular watch an unlicensed crew member will be paid at the overtime rate except when such work is performed in connection with emergency duties or when required to participate in lifeboat and other emergency drills. Between 6 a.m. Saturday and 6 a.m. Monday and between 6 p.m. and 6 a.m. weekdays all ratings shall perform only their routine operational duties, such duties not to include chipping, scraping and scaling. When the vessel is in port, Sunday shall be given off whenever possible. Every consideration will be given unlicensed personnel in requests for time off in port for personal reasons. When a member of the crew is required to perform any work usually done by longshoremen he shall be paid, in addition to his regular wage, the applicable rate payable to longshoremen at that point.

In fitting out the hours of work shall not be more than 8 per day Monday through Friday and 5 on Saturday. For work performed on Sundays and holidays in order to expedite laying up or fitting out, overtime will be paid in addition to regular wages.

Time off shall be allowed for coffee during the night and night lunches shall be available for crews changing watch or called to work overtime.

Stewards department—the working day at sea or in port shall not exceed 8 hours in a spread of 12 hours. On vessels where persons other than crew members, officials of the company, or wives of certain specified officers are lawfully carried aboard, the company agrees to pay \$1.50 per day for each person and, if meals are supplied to such persons while the ship is in port, 30 cents per meal, such moneys to be distributed among the members of the stewards' department.

*Holidays:* the company agrees to recognize 8 specified holidays. When the vessel is on the run, the work performed on a holiday shall be confined to that usually performed on a Sunday.

*Vacation pay:* crew members who have served continuously aboard their ships, or



in the same company, from the time of fitting out in the spring to the completion of laying up in the fall (justifiable absence excluded) shall be paid at the end of the season 14 days' basic pay in lieu of vacations with pay during the season. Employees who have 6 months' continuous service ending at the completion of layup shall be entitled to 7 days' basic pay.

**Monthly wage rates:** first cook, upper lakes \$280, canaller \$270; second cook \$200; wheelsman, oiler \$230; fireman \$220, watchman \$205; deckhand, coalpasser, messman \$190; porter \$180. When a vessel sails without full complement, wages (at basic rate) of the absent members shall be divided among the men who must perform the work of the absent members. When employees are required to clean tanks, the watch on duty will be paid overtime at the regular overtime rate and the watch below time and one-half. If watches are broken, regular overtime will be paid for such work between 8 a.m. and 5 p.m. on weekdays and between 8 a.m. and 12 noon on Saturdays and one and one-half the overtime rate between 5 p.m. and 8 a.m. on weekdays, and on Saturday afternoons, Sundays and holidays.

**Overtime rates per hour:** first cook \$1; wheelsmen, oilers, firemen, watchmen 90 cents; second cooks, deckhands, porters and messmen 80 cents.

When the company does not provide room and board, unlicensed personnel shall receive 75 cents per meal and \$3 for room per night.

**Transportation:** on laying up a vessel at the close of the season the company will furnish all members of the crew with transportation to their homes or for a distance of 500 miles, whichever is the lesser, and also refund to those who returned to their vessel for the entire navigation season, or who left on account of illness after 3 months' service, the amount of the fare from their home to the vessel or for a distance of 500 miles, whichever is the lesser. However should a vessel lay up at the Lakehead, transportation shall be furnished to all unlicensed personnel to their respective homes not further east than Montreal. The company shall have the right to transfer unlicensed personnel from one vessel to another on the last voyage of the season for purposes of returning the men to their homes.

**Seniority:** an employee who has given satisfactory service during the previous season shall be given the opportunity, wherever possible, to resume employment in the spring on the same ship on which he was employed at the end of the previous navigation season, or with the same officers. In promotions, lay-offs and re-hires the management will select employees on the basis of skill and efficiency; these being equal, seniority shall be the deciding factor.

Provision is made for *grievance procedure* and the *cleanliness and equipment* of seamen's quarters.

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of two new agreements and the amendment of 10 others. In addition to those summarized below, they include: the

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such applications is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

amendment of the agreement for the ladies' handbag, etc. manufacturing industry in the province published in the *Quebec Official Gazette* of September 6, and the amendment of the agreements for retail stores at Rimouski and for the clock and watch repair industry in some counties of the province published September 13.

Requests for the amendment of the agreements for longshoremen at Sorel, for the printing trades at Montreal and for plumbers, etc., at Hull were gazetted August 23. A request for the amendment of the agreement for retail stores at Quebec was published August 30, and a request for the amendment of the agreement for retail stores at Asbestos was gazetted September 6 as well as a request for the amendment of the agreement for garage and service station employees at Rimouski in the issue of September 13. A request for a new agreement for barbers and hairdressers at Sherbrooke (St. Francis District) and requests for the amendment of the agreements for barbers and hairdressers and for the food products manufacturing and wholesale trade at Quebec,

for truck drivers at Montreal, and for the ladies' cloak and suit industry and the men's and boys' clothing industry in the province were all gazetted September 20.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

## Manufacturing

### Uncorrugated Paper Box Industry, Province of Quebec

An Order in Council, dated August 28, and gazetted September 13, amends the previous Orders in Council for this industry in the *District of Montreal* (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; March, 1949, p. 301, Oct., p. 1246; April, 1950, p. 516; April, 1951, p. 544; April, 1952, p. 452, July, p. 929).

*Vacation with pay:* in zones I and II—employees, after 4 months of service with the same employer, are entitled to one-half day with pay for each month of service up to one complete working week; for 5 years or more of service 2 working weeks of vacation with pay. The right to such vacation with pay begins May 1 of one year and ends April 30 the following year. Employees entitled to the above vacations with pay, but whose employment is terminated before taking such vacation, will receive the wages of the vacation to which they are entitled.

### Printing Trades, Chicoutimi District

An Order in Council, dated August 28, and gazetted September 13, amends the previous Orders in Council for this industry (L.G., March, 1950, p. 345, Oct., p. 1678; Nov., 1951, p. 1538).

*Specified paid holidays:* the day after New Year's Day is now added to the 8½ paid holidays already provided for. To qualify for paid holidays an employee must have worked the working day preceding and the day following the holiday unless absence is justifiable or with his employer's permission. Employees, other than regular employees, must work a minimum of 25 hours during the week and have at least 7 years of service to be entitled to holidays with pay.

*Minimum hourly wage rates:* in zone I, journeymen \$1.30; journeymen (in establishments having 9 employees or less) \$1.20 per hour until January 1, 1953, thereafter \$1.30 per hour; bookbinding female employees during the first 6 months 40 cents per hour to 58 cents per hour in sixth 6 months. (The above rates represent an increase of 10 cents hourly for journeymen and rates for bookbinding female employees are from 3 to 4 cents per hour higher.) In zone II minimum rates will be the same as zone I, less 5 per cent. Apprentices' minimum rates are from 3 to 7 cents per hour higher than those previously in effect. No piece work is permissible.

### Paint Manufacturing Industry, Province of Quebec

An Order in Council, dated August 28, and gazetted September 6, makes binding the terms of a new agreement between

various paint manufacturing companies and the Association of Employees of the Paint Industry. Agreement to be in effect from September 6, 1952, to September 5, 1953, and thereafter from year to year, subject to notice. This agreement applies to any person employed in the paint manufacturing industry throughout the entire province of Quebec. It is similar to the one previously in effect (L.G., Oct., 1948, p. 1127; Jan., 1950, p. 78, Nov., p. 1903; Sept., 1951, p. 1251) with the exception of the following:—

*Hours:* 45 per week (a reduction of 3 hours) except for employees on continuous operations (boiler house employees and workmen in white lead and linseed and other oil manufacturing) whose hours remain unchanged at 56 per week.

*Overtime* is unchanged at time and one-half for all time worked in excess of regular weekly hours or in excess of 9 hours per day; double time for work on 5 specified paid holidays as formerly.

*Minimum wage rates* for male employees are from 7 to 13 cents per hour higher than those previously in effect and wage rates for female employees are from 7 to 8 cents per hour higher. New minimum rates for certain classifications are now as follows: male employees—labourers (all plants and departments) 99 cents per hour; paint and lacquer factory—filler \$1.08 per hour, mixer \$1.16, millmen \$1.17 to \$1.21, shaders \$1.19 to \$1.23; varnish factory—filler \$1.08, thinner man \$1.17, kettle men \$1.21 to \$1.28; white lead and dry colour factory—grinders \$1.12 to \$1.18, pressmen \$1.12 to \$1.17, strikers \$1.18 to \$1.21; general—maintenance men (carpenter, electrician, plumber, machinist and blacksmith) \$1.30, stationary enginemmen (second, third and fourth class) \$1.38, \$1.23 and \$1.13; overprinting and multigraphing—males (18 years of age and over) 99 cents; female employees—labeller 79 cents, operator and filler 85 cents. Weekly wage rates for watchmen, firemen and time keepers are increased from \$46.75 to \$51.43 per week. Charge hands will be paid 6 cents per hour (previously 5 cents) more than the minimum rate set for their classification.

*Vacation with pay* provisions are unchanged at one week with pay after one year of service; 2 weeks with pay after 3 years of service.

## Construction

### Building Trades, Chicoutimi and Neighbouring Counties

An Order in Council, dated June 27, and gazetted September 6, amends the previous Orders in Council for this industry (L.G., March, 1951, p. 358, May, p. 691, Sept., p. 1251, Dec., p. 1672; Jan., 1952, p. 56, April, p. 452, and previous issues).

*Industrial jurisdiction* is amended by providing that construction on the premises and the installation of elevators are governed by the terms of this agreement when the head office of the employer carrying out such operations is within the limits of the territorial jurisdiction of the present agreement. The erection of structural steel is also governed by the terms of this agreement when the cost of such erection, including wages and materials, does not exceed \$25,000. However, wage rates payable to workers engaged in the above operations will be



those rates established in the agreement for the building trades at Montreal, and in the agreement for the structural steel industry in the province.

### **Building Trades, Counties of Drummond, Arthabaska and Nicolet**

An Order in Council dated August 28, and gazetted September 6, amends the previous Orders in Council for this industry (L.G., July, 1950, p. 1053, Nov., p. 1904; July, 1951, p. 977, Aug., p. 1108, and previous issues). Agreement to be in force from September 6, 1952, until December 1, 1952, and thereafter from year to year, subject to notice.

*Minimum hourly wage rates* are from 5 to 15 cents per hour higher with the exception of the rate for marble and terrazzo layer in zone I which is increased from 85 cents to \$1.10 per hour. Minimum rates for certain classifications are now as follows: bricklayer, mason, plasterer \$1.40 in zone I, \$1.35 in zone II; carpenter-joiner, electrician, sheet metal worker or tinsmith roofer, pipe mechanic and steamfitter, pipe welder, tile, linoleum, asphalt or rubber, oil-cloth layer \$1.20 in zone I, \$1.15 in zone II; blacksmith, junior journeymen, first year (pipe mechanics, etc.), ornamental iron layer \$1 in zone I, 95 cents in zone II; mason (rough foundation) and cement finisher (added classification), block layer \$1.30 in zone I, \$1.25 in zone II; labourer 90 cents in zone I, 85 cents in zone II; painter, paper hanger \$1.10 in zone I, \$1.05 in zone II, painter (outside work more than 45 feet high) \$1.25 in zone I, \$1.20 in zone II; sprayman \$1.15 in zone I, \$1.10 in zone II. Minimum rates for apprentices are from 7½ to 22½ cents per hour higher than those previously in effect. Rates for shovel operators (48 hours per week) are unchanged at \$55.20 per week in zone I, \$50.20 in zone II.

*Vacation with pay:* one week with pay equal to 2 per cent of regular wages to all employees with 12 months' service as previously in effect. However, this amendment now provides that vacations will be granted between July 1 and December 30 of the current year (previously July 1 and September 1) and vacation pay shall be computed on the regular wages earned between June 30 of the preceding year and July 1 of the current year. Employees with a minimum of 2 months' service, who are dismissed or leave of their own accord, are entitled to 2 per cent of their regular wages earned since July 1 last.

### **Building Trades, Quebec District**

An Order in Council, dated August 28, and gazetted September 6, amends the previous Orders in Council for this industry (L.G., Sept., 1950, p. 1679; July, 1951, p. 977, Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, Dec., p. 1672; Oct., 1952, p. 1362, and previous issues).

*Hours:* zone I—44 per week for skilled workers, 48 per week for labourers; zones II, III and IV—48 per week. (Weekly hours are unchanged.) However, subject to agreement between an employer and his employees it is permissible to work 9 hours per day during the summer months providing the number of working hours at regular rates do not exceed the weekly totals shown above, and providing no work is done Saturday afternoons.

Special provisions governing *Plumbers and Electricians* are included in this amendment as follows:—

*Industrial jurisdiction* applies to all operations in connection with the construction, repair, installation or restoration of all pipe, plumbing and heating systems, and of electrical installations, etc. defined in chapters 173 and 172 respectively, as amended (Revised Statutes of Quebec, 1941).

*Hours:* 8 per day, 4 on Saturday, 44 per week in zone I; 48 per week in zones II, III and IV. During the summer months 9 hours per day, 45 per week, with Saturday off is permitted in zone I; in zones II, III and IV it is permitted to work 9 hours per day, 48 per week, no work on Saturday afternoon. Any work performed all day Saturday or on Saturday afternoon as restricted above is payable at time and one-half. Provision is made for a double shift system, not to exceed 8 hours each.

*Overtime:* time and one-half between 6 p.m. and midnight; double time between midnight and 7 a.m. On contracts carried out for Canadian Arsenals Limited employees may work 9 hours per day, Monday through Friday, all year round, at straight time.

*Minimum wage rates:* contractors (personal services)—pipe mechanics (plumber, pipe fitter, refrigeration, oil burner) and electricians \$2.10 in zone I, \$1.95 in zone II, \$1.85 in zone III and \$1.75 in zone IV; journeymen pipe mechanics, electricians and pipe welders \$1.40 in zone I, \$1.30 in zone II, \$1.25 in zone III and \$1.15 in zone IV; junior journeyman pipe mechanic (one year) \$1.25 in zone I, \$1.15 in zone II, \$1.10 in zone III and \$1 in zone IV; foremen 10 cents per hour over the journeyman's rate. (The above rates are 15 cents per hour higher than those previously in effect with the exception of the rate for contractors (personal services) which is 30 cents higher in zone II and 25 cents per hour higher in the other 3 zones.) Apprentices' rates are from 5 to 10 cents per hour higher.

*Cost-of-living escalator clause:* 4 cents per hour, adjusted up or down, as the case may be, for each 5 point rise or fall in the Dominion Bureau of Statistics' cost-of-living index, starting from a base of 190.4 (index figure for October, 1951).

*Vacation with pay:* all employees governed by this agreement are entitled to a vacation of one week with pay each year, to be granted between May 1, and September 30. Vacation pay to be equal to 2 per cent of wages earned during the first 44 hours of work of the week.

### **Structural Iron Industry, Province of Quebec**

An Order in Council, dated August 28, and gazetted September 13, makes obligatory the terms of a first separate agreement for the structural iron industry in the province between The Builders' Exchange Inc., Montreal and The International Association of Bridge Structural and Ornamental Iron Workers Local No. 711. Formerly this formed a section of the Montreal building trades agreement. Agreement to be in effect from September 13, 1952, until March 31, 1953.

*Industrial jurisdiction:* this agreement applies to all construction and building operations involving the erection (or fabrication) of structural steel, tank and other



plate work, including the demolition, repair or dismantling thereof. Specific detailed operations recognized as structural steel erector's work are shown in this agreement. The present agreement does not apply to boiler makers' work, permanent employees unless engaged in new construction, mining operations done in mine shafts, and forest as well as saw, pulp and paper mill operations. It does not apply to cities and towns and the municipal and school corporations doing construction, repair and maintenance work on their own buildings and under their immediate control unless such work is done by contractors or sub-contractors under control of, or by contract for the said cities, towns, etc., nor does it apply to maintenance men of railroad companies already governed by a collective agreement with said companies.

*Territorial jurisdiction* comprises the entire province of Quebec. However, outside the Island of Montreal this agreement will apply only to metal construction operations, whose cost, including wages and materials, amounts to \$25,000 or more.

*Hours:* 8 per day, Monday through Friday, 40 per week. Extra shifts of workmen may be employed with no specified hours of starting and finishing but such shifts will not exceed 8 hours per day, 40 per week, for tradesmen and apprentices, and 9 hours per day, 50 per week for labourers. Other provisions include regulations governing hours of work for urgent repairs on existing buildings. It is further provided that where a permit is issued under the Law respecting the Limiting of Working Hours for 5 consecutive nights or more, excluding Sundays, 9 hours per shift may be worked, the whole not to exceed 45 hours per week, between 5 p.m. Monday and 8 a.m. Saturday, at single time.

*Overtime:* time and one-half for work done by qualified workmen and apprentices in excess of regular hours; double time for work on Sundays and 11 specified holidays.

*Minimum hourly wage rates:* structural steel erector, structural steel welder \$1.80 per hour; apprentices 70 per cent of qualified structural steel workers' rate during first year, 85 per cent in second year. Workmen employed on extra shifts will receive a premium of 5 cents per hour. In addition a premium of 5 cents per hour will be paid for work on urgent repairs

which cannot be performed during the regular daily hours and a premium of 10 cents per hour will be paid all workmen on any broken shift when one-half or the larger portion of the period of employment falls outside the regular daily hours.

*Vacation with pay* provisions are those provided in the agreement for the building trades at Montreal as follows: employees continuously in the service of one employer during the vacation with pay credit period are entitled to 7 days continuous vacation with pay equal to 2 per cent of their gross earnings for such credit period. All employees, at the end of a vacation with pay credit period may claim from the Commission the redemption of vacation with pay credit stamps for such period.

## Transportation and Public Utilities

### Truck Drivers, Quebec

An Order in Council, dated August 28, and gazetted September 6, amends the previous Orders in Council for this industry (L.G., Feb., 1949, p. 178, Dec., p. 1559; Dec., 1951, p. 1673). This agreement will remain in effect until April 30, 1953, and thereafter from year to year, subject to notice. The provisions of the present amendment to be in effect from June 1, 1952.

*Minimum hourly wage rates* for truck drivers are increased from 70 to 75 cents per hour; rates for float drivers and rubber wheel tractor drivers or operators are increased from 75 to 80 cents per hour and helpers or labourers now receive 70 cents per hour instead of 65 cents as previously. Minimum weekly rates are increased by \$2 per week as follows: truck driver \$36 per week, drivers' helpers or labourers \$33. Workers employed on municipal snow removal contracts, where higher wage rates than the minimum rates shown above must be paid, will be paid the wage rates established by such contracts.

*Vacation with pay:* one-half day of vacation with pay equal to 2 per cent of wages earned during each period of 25 days of service for the same employer. (Previously vacation pay based on the average wages during each 25-day period.)

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## Pay Raise Ends U.K. Shipbuilders' Threat of Overtime Ban

The acceptance November 8 of an across-the-board raise of seven shillings per week ended the threat by British shipyard and engineering workers to impose a ban on overtime work.

Leaders of 38 unions in the Confederation of Shipbuilding and Engineering Unions accepted the wage offer of the Employers' Federation. For several months, the unions had been demanding a general £2 (\$5.60) weekly increase. The employers

at first refused to grant any increase or to make a counter-offer. Early last month, however, the employers agreed to enter wage negotiations and, in return, the unions called off the overtime ban, which they had scheduled to begin October 20.

The threatened ban would have cost Great Britain three to four million man-hours of work each week in industries vital to the nation's drive for exports.

## Labour Legislation, Newfoundland, '52

No widespread changes made in province's labour laws. Waiting period under Workmen's Compensation Act was reduced, some benefits raised, Mothers' and dependents' allowances were made more easily available

No widespread changes were made in the labour laws of the province at the 1952 session of the Newfoundland Legislature, which opened March 12 and prorogued May 20.

Amendments to the Workmen's Compensation Act reduced the waiting period and raised some of the benefits, including the allowance for dependent children under 16 years, the funeral benefit and the minimum weekly compensation for a temporary total disability. Several amendments to mothers' allowances and dependents' allowances legislation tend to make benefits more easily available.

### Workmen's Compensation

Amendments to the Workmen's Compensation Act, effective from July 1, 1952, shorten the waiting period, increase certain of the benefits and provide for the establishment of a second injury fund.

From April 1, 1951, nationals of the United States employed by United States persons or corporations at areas leased by the United States as military installations are excluded from the Act unless their employer applies for admission under Part I of the Act.

The waiting period that must elapse before compensation becomes payable was reduced from six to four days, the same length of time as in New Brunswick and Prince Edward Island.\* No compensation other than medical aid is payable for a disability of less than four days. Where, however, a permanent partial disability results from an accident, the Workmen's Compensation Board may pay compensation even if the workman is not disabled for four days from earning full wages. The amount payable is left to the discretion of the Board.

The maximum amount that will be paid to cover the cost of burial of a workman was increased from \$125 to \$200, the amount payable in Alberta, New Brunswick, Nova Scotia and Ontario. An increase was also made in the monthly payment in respect of each child under 16

years, when the dependents are a widow or an invalid husband and one or more children, raising it from \$10 to \$12.

A further amendment was made with respect to the minimum amount fixed in the Act as compensation for a temporary total disability. Compensation in such cases is a weekly payment of two-thirds of average weekly earnings, payable as long as the disability lasts. As the Act now stands, the injured workman may not receive less than \$15 a week, unless his earnings are less than \$15 weekly, in which case he must receive the full amount of his earnings. The former minimum was \$12.50 a week or full earnings, if less than \$12.50.

A new feature of the Act is that the Board is authorized to grant a daily subsistence allowance from the Accident Fund to a workman under treatment at a place other than that in which he resides. The amount of the allowance is left to the discretion of the Board. Only the Acts of Alberta and British Columbia previously provided for such an allowance.

The term "medical aid" was widened to include "transportation, and such other matters and things as the Board may authorize or provide". The sections added in 1951 setting out the conditions under which hernia was compensable were repealed.

Provision was also made for a second injury fund. The Board is authorized to assess and collect a surcharge from employers in any class to be set aside

\*The waiting period in the other provinces varies from one to seven days.



as a reserve to relieve employers in that class of the total cost of a second injury to a workman which together with the original injury would cause him serious disability. Special funds to provide for payment of compensation for second injuries are maintained by the Boards of Alberta, British Columbia, Manitoba and Ontario.

Section 38 of the Act, as amended, provides authority for the making of an annual grant not exceeding \$25,000 from moneys voted by the Legislature towards the expenses of administration of the Act.

### **Protection of Workmen in Mines**

By an amendment to the Regulation of Mines Act (L.G., 1951, p. 1684), the operator of a mine is now required to furnish the Minister of Natural Resources, on or before February 15, with certain additional information covering the preceding calendar year.

The operator of a mine, quarry, mill or metallurgical works must report to the Minister the total number of persons employed in or in connection with the mine and the total wages and salaries paid. The report must also indicate the total tonnage mined or produced, the concentrates obtained from the total tonnage produced and the average metal content of the minerals and concentrates. The places of sale of all products of the mine and the total amount received from the sale of all minerals and concentrates must also be shown.

The Act, as before, also requires mine operators to furnish the Minister with up-to-date plans of the surface and underground workings of the mine and, if work is suspended for at least one month, the operator is required to forward to the Minister within two months a certified copy of the plans of the underground works existing at the date of cessation of the work.

### **Social Legislation**

#### **Dependents' Allowances**

Under the Dependents' Allowances Act, a monthly allowance may be paid to adults or families who, through mental or physical incapacity, are unable to earn a normal livelihood (L.G., 1950, p. 884). By a 1952 amendment, for a person to be eligible for an allowance, his disability must be such that there is no reasonable prospect of recovery for a period of three months from the date of application instead of for a period of nine months as in the original Act.

Persons receiving assistance under the Old Age Security Act (Canada), The Blind Persons' Allowances Act, the Old

Age Assistance Act and the Mothers' Allowances Act are not eligible for dependents' allowances. However, by a further amendment, a person who was receiving an allowance under the Act before April 1, 1952, and who then was eligible to receive a lesser amount of assistance under the Old Age Assistance Act may be paid the difference between the two amounts.

#### **Mothers' Allowances**

Several of the conditions of eligibility for a mother's allowance were relaxed by 1952 amendments to the Mothers' Allowances Act. Chief of these was the removal of the requirement that two years must have elapsed after a woman was deserted by her husband or after she obtained a separation or divorce before she was eligible for a mother's allowance.

Under the Act, allowances are paid monthly towards the maintenance of children under 16 years, provided that the mother meets certain conditions of eligibility.

An allowance is payable to a wife of a man who is incapacitated or to a father while he is incapacitated and living at home with his child or children if his wife is dead, an inmate in a sanatorium, jail, penitentiary or hospital or has deserted the home. As under the Dependents' Allowances Act, a person will now be deemed to be incapacitated if there is no reasonable prospect of recovery from the disability for a period of three months, rather than for nine months, as before.

By a further amendment, a woman who is deserted or separated or divorced from her husband is also deemed eligible for an allowance, provided that she is unable, after making every reasonable effort, in the opinion of the Mothers' Allowances Board, to obtain support from him. Previously, in order to be eligible for an allowance, the mother had to have been deserted by her husband or divorced or separated from him for at least two years and been unable to receive support from him before applying for an allowance.

The section providing that an allowance may be paid under certain conditions to a mother whose child or children were born out of wedlock was amended to state generally that the allowance may be paid if the Director of Child Welfare has certified to the Board that an allowance is essential for the maintenance and rehabilitation of the mother and child or children.

#### **Old Age Assistance and Blind Persons' Allowances**

Amendments were made to the Old Age Assistance and the Blind Persons' Allow-



ances Acts to authorize the payment of assistance in accordance with the agreements made with the federal Government under the Acts passed last year (L.G., 1952, p. 277). The agreement for the payment of \$30 a month to needy persons between 65 and 69 years of age went into effect on April 1, 1952, and the agreement for the payment of allowances of \$40 to needy blind persons over 21 years was effective from January 1, 1952.

By further amendments to both statutes, the Old Age Assistance Board may direct that assistance be paid to a trustee only in cases where the pensioner, in the opinion of the Board, is using or likely to use his assistance otherwise than for his own benefit or if he is incapacitated or incapable of managing his affairs. A provision which enabled a pensioner by consent to have his assistance made payable to the person looking after him was deleted.

### Rent Control

Amendments were made to the Rent Restrictions Act, 1943, with respect to restrictions on the recovery of possession of premises by the landlord. The Act froze rents at their level on June 30, 1941, unless an increase is approved by the Minister. The Act applies to all houses or parts of a house let as a separate dwelling in any part of the province. A

landlord may apply to the Minister for permission for an increase in rent. The Minister may then appoint a Board of not fewer than three members to investigate the matter and report their recommendations to him.

Recovery of premises is by civil action. The Act prohibits an order of judgment for recovery of possession of any dwelling unless the court is satisfied that suitable accommodation is available for the tenant. However, the Act states that the existence of alternative accommodation may not be a condition of an order of judgment where the Minister has certified to the court that in his opinion greater hardship would be caused by refusing an order for recovery of possession than by granting it.

The 1952 amendment provides that the Minister may attach to any "certificate of greater hardship" a condition that the person in whose favour the certificate is issued must not sell, lease or dispose of the dwelling in any other way for one year from the date of the certificate on penalty, on summary conviction, of a fine of not more than \$100 or imprisonment for up to two months. The Minister is authorized to amend or revoke the certificate, or issue a new certificate, where in his opinion it is desirable to do so. The latter provision is effective retroactively from November 29, 1943.

## Hiring Practices in Illinois Subject of Survey

Public employment agencies in Illinois are used more often by large employers than by small ones, more often by firms close to the employment office than by those farther away and more often when the labour market is tight than when unemployment is high. These were some of the findings in a three-year study of the job market in eight Illinois industrial areas by the Institute of Labour and Industrial Relations of the University of Illinois.

The survey was made in areas ranging in size and characteristics from a large, diversified industrial centre (Chicago) to an essentially rural section and included an area dominated by a single industry, one where light and medium industries are found in considerable numbers and one where coal mining predominates and unemployment is chronic.

Because of the diversity of the areas and the scientific sampling, the researchers believe their findings apply in the country as a whole as much as in the single state.

Main conclusions drawn from the survey were:—

Generally, almost all employers checked do considerable plant-gate hiring;

Those needing highly skilled workers who cannot be readily found rely heavily on recommendations of friends, employees and other employers;

Commercial employment agencies, found only in large, complex labour markets, are used only to fill executive and administrative or skilled and semi-skilled jobs;

For filling top-skilled jobs, a small proportion of employers rely on trade and professional journals;

About 20 per cent of the employers surveyed rely on unions to supply needed workers. (The researchers found that unions maintain referral services "if considerable skill or training is required, if the union is strong or if employment in the industry is highly unstable". The building trades are a good example.)

Many of the employers surveyed complained that the public employment service seemed more concerned with finding jobs for the unemployed than with filling vacancies most suitably. Those complaining, however, continued to use the service.

# Legal Decisions Affecting Labour

Supreme Court of Canada holds that hotel employee is not entitled to workmen's compensation for injuries suffered while swimming in hotel pool. Manitoba court allows peaceful picketing in an illegal strike. British Columbia court sentences picketers who disobeyed injunction.

The Supreme Court of Canada, reversing a decision of the New Brunswick Appeal Court, holds that a student employed at a CPR hotel is not entitled to workmen's compensation for injuries suffered while swimming in the hotel pool.

In Manitoba, the Appeal Court holds that a taxicab driver seeking a renewal of his licence from the taxicab board must fulfil the same conditions as a new applicant. In dealing with an injunction against laundry workers engaged in an illegal strike, the Court of Queen's Bench allows picketing without parading or congregating.

In a case arising out of the lumber industry dispute in British Columbia, the Supreme Court of the province imposes a sentence on picketers who disobeyed a court order to refrain from preventing a vessel from loading lumber.

The Saskatchewan Court of Queen's Bench finds four months reasonable notice for a company manager dismissed without cause.

## Supreme Court of Canada . . .

. . . holds that an employee's accident in the hotel swimming pool not "in the course of employment"

The Supreme Court of Canada, reversing the judgment of the New Brunswick Supreme Court, held that a waitress at a CPR summer hotel who was injured while swimming at a pool on the employer's premises was not entitled to workmen's compensation. This decision was given on June 30 by five judges of the Court, with no dissenting opinion.

The appeal was brought by the New Brunswick Workmen's Compensation Board against the judgment of the New Brunswick Supreme Court, Appeal Division, which had found the accident compensable under the Workmen's Compensation Act of that province. (L.G., 1952, p. 459.)

Mr. Justice Rand delivered the judgment of the Court. The question raised in the appeal was whether the act of diving into the hotel swimming pool arose "out of and in the course of" the girl's employment. Since it was not related directly to her work, the Court was free to approach the question from the standpoint of the broad conceptions underlying workmen's compensation legislation.

The basic purpose of the statute is to protect employees against the risks to which they are exposed by reason of their job. The employee has his own field of activity, which at some point meets that of his employment, and it is now settled that the risks extend not only to those

met while he is actually performing the employer's work but also while he is entering upon that work and departing from it, His Lordship stated.

Mr. Justice Rand then dealt with the difficult questions arising when an employee is injured on the employer's premises but is not at the moment actually furthering the employer's work or interest. He illustrated the interpretation of the statutory language "out of and in the course of employment" by a few simple cases.

If a workman at his bench straightens himself up for a momentary rest, certainly the course of his employment remains unbroken; the employment contemplates such cessations as part of itself. If he is permitted to eat a lunch while still at the bench or in the shop and he is injured, say, by an explosion of a boiler, he is equally then within the course of employment. A domestic servant, who, by her engagement, lives as a member of the household, is conceived to be on duty at all times while on the premises, notwithstanding that she is not actually doing work, but, just as clearly, she is not so when she is in town shopping for herself.

His Lordship did not agree with the contention that Miss Noell's situation was analogous to that of the domestic servant, so that her mere presence on the premises would mean that she was in the course of her employment at the time of her accident. He found that she was not a member of a household; she had specified hours of free time, during which she was under no responsibility.



Since the girl's accident did not arise in the course of the actual work as a waitress, nor of entering upon or departing from it, her act must be an incident of her work for her to be eligible for compensation, His Lordship stated. He found false the argument that all privileges accorded an employee by reason of the employment, exercisable upon the employer's premises, were incidents of the employee's work. In this case the privileges of swimming, golfing and tennis were conferred on Miss Noell as a member of the staff. Such advantages might be described as incidents of the contract but were not incidents of the work, His Lordship determined. To bring the act within the statute, the employee must have been where she was either in carrying out a duty or under the coercion of the contract or in conduct intimately involved with her duty to her employer.

He then cited three cases where compensation had not been awarded to an employee injured on the employer's premises because the employee's conduct at the time of the accident was not an incident of his work.

In *Philbin v. Hayes* [1918] a labourer, whose hours of work were from 7 a.m. to 5.30 p.m. and who was paid by the hour, had permission to put up a sleeping hut on his employer's premises for which he paid a small sum per day. The court held that the accident in which he was injured when the wind blew down the hut did not arise in the course of his employment.

In *Gaskell v. St. Helen's Colliery Co.* [1934] a miner was injured while taking a bath on premises owned by the employer but leased to trustees of both the employer and workmen for the purpose of maintaining the baths. The employees were instructed that they must use the baths after each shift but were not subject to dismissal for not doing so. It was held that the accident did not arise in the course of employment.

In the third case, *Stringer v. O'Keefe*, [1936] the employee was a general farm-hand with no fixed hours of work who could be called for duty at any time. He received ten shillings a week with a house free of rent, certain supplies and the right to get firewood for his own use. While cutting trees in his own time on the employer's land, he was struck by a falling bough and suffered injuries from which he died. It was held that he was not injured in the course of his employment.

In Mr. Justice Rand's view, the present case was similar. As part of her duty and of the obligation of her employment Miss Noell was to serve meals and live in the

hotel but there was no attachment or bond between that duty and the privilege of swimming at the jetty.

The New Brunswick Workmen's Compensation Board asked the Court to settle the question of whether the railway company had a right to apply to the Board to determine whether the accident did or did not come within the statute. Mr. Justice Rand referred to Section 33 of the Act which declares that the Board has exclusive jurisdiction "to examine into, hear and determine all matters and questions arising under this Part." This includes the power to find whether an accident has arisen out of and in the course of an employment. By Section 12 of the Act the provisions of Part I, under which compensation is paid through a collective liability system, are in lieu of "all claims and rights of action, statutory or otherwise, to which a workman or his dependents are or may be entitled against the employer of such workman for, or by reason of, any accident in respect of which compensation is payable under this Part." That is, if a right to compensation arises under Part I, then every right of action is taken away.

To hold that the right of action is taken away only where the right to compensation under the Act has actually been established would, in his view, mean a virtual repeal of the statute in every case where there was negligence on the part of the employer. By expressly providing that the Board shall have exclusive jurisdiction to determine whether a right to compensation exists, the Act establishes a policy which would be broken into if the question of the right to compensation under the Act could be determined by a court. The question whether an employee is entitled to compensation is to be determined by the Board for all purposes and for the benefit of any person having an interest in it. The company was therefore entitled to raise that question before the Board.

He noted that Section 35 of the Act provides for the right of appeal to the court on questions of law.

The Court, holding that the accident was not compensable under the New Brunswick Workmen's Compensation Act, allowed the Board's appeal. *Workmen's Compensation Board v. CPR and Noell*, [1952] 3 DLR 642.

### Manitoba Appeal Court . . .

. . . holds that taxi driver seeking licence renewal must fulfil the same conditions as new applicant

The Manitoba Court of Appeal on March 19 upheld a ruling of the Court of



King's Bench that a taxicab driver seeking to renew his licence under the Manitoba Taxicab Act must fulfil the conditions set out in the Act in the same way as if he were a new applicant.

The Taxicab Act, which applies to Greater Winnipeg, requires every taxi driver to hold a licence issued by the taxicab board. Section 9 (2) of the Act reads:—

A driver's licence shall not be issued unless the applicant produces a certificate of good character from the chief constable of the municipality in which he will be employed or from such other person as the board designates and pays a fee of one dollar therefor and produces and shows to the board a chauffeur's or driver's licence under "The Highway Traffic Act" for the current year . . .

In this case the applicant for a licence, whose previous licence had expired December 31, 1951, failed to produce a certificate of character when requested in writing to do so.

The Court of King's Bench and the Court of Appeal both held that the board had acted properly in refusing to issue a licence to the applicant. Each application for a licence is a new application and the provisions of the Taxicab Act for issuing a licence must be fully observed: *In re The Taxicab Act, Hartig v. Taxicab Board*, 6 WWR (NS), 426.

### Manitoba Court of Queen's Bench . . .

. . . modifies injunction against laundry workers illegally on strike to permit peaceful picketing

The Manitoba Court of Queen's Bench on July 4 continued in force an interim injunction restraining the Laundry and Dry Cleaning Workers Union from intimidating or interfering with employees or patrons of the Peerless Laundry in Winnipeg, from inducing or attempting to induce breaches of contract between the company and other persons or corporations, from displaying signs with the purpose of injuring the laundry's business, and from encouraging any of these acts. The terms of the injunction, which previously outlawed all picketing, were modified to permit peaceful picketing without parading or congregating.

Mr. Justice Freedman described the strike called by the union and the events leading up to it. The union had not been certified as bargaining agent for employees of the laundry and had not concluded a collective agreement with the employer. It had written letters requesting the employer to recognize it as bargaining agent and to commence negotiations leading to a collective agreement. The vice-president of the laundry, when visited on

June 12 by the business agent of the union along with some of the employees, stated that, while he was prepared to negotiate with the employees, he would not bargain with the union until it had been certified as bargaining agent by the Manitoba Labour Board.

That same morning the union called a strike. Mass picketing was carried on, accompanied by much shouting and the congregating of large numbers at the entrance to the employer's premises in such a manner as to constitute a form of intimidation to employees or customers seeking to enter or go out. Some of the picketers carried banners with the words, "Peerless workers on strike, don't scab". Only 33 of the 160 employees of the laundry joined in the strike.

An interim injunction prohibiting all picketing was issued June 25, to be effective until June 30. The present case was an action by the laundry to continue this injunction.

Mr. Justice Freedman had no doubt that the strike was unlawful, since the union was not authorized to call a strike. He quoted Section 24 of the Manitoba Labour Relations Act, which reads:—

A trade union that is not entitled to bargain collectively under this Act or by virtue of being a party to a collective agreement on behalf of a unit of employees shall not declare or authorize a strike of employees in that unit.

The Act envisages two ways in which a trade union may become entitled to bargain collectively on behalf of employees. It may be certified by the Manitoba Labour Board as bargaining agent of employees in a unit, in which case the employer is bound to recognize its exclusive authority to bargain on behalf of such employees. If no bargaining agent has been certified, an employer may voluntarily recognize a trade union as bargaining agent for his employees and may conclude a collective agreement with it. Only a trade union which has been certified, or one which has not been certified but has concluded a collective agreement with an employer, is authorized to call a strike. The defendant union in this case did not fulfil either of these conditions. It had not received nor even applied for certification and was not party to a collective agreement with the employer.

In considering the union's action, Mr. Justice Freedman mentioned the claim of the union's business agent that 110 of the plaintiff's employees were members of the union on June 9, 1952. His Lordship found it surprising, if that was the case, that the union had not applied for certifi-

cation and that such a small proportion of the employees supported the union's action in calling the strike. He pointed out also that the union had not established the existence of any dispute between the employer and his employees.

His Lordship found a strong case for the continuance of an injunction against the union. Although there had been no specific dispute between employer and workers, the company suddenly found itself the victim of illegal strike activities, including acts of intimidation to employees and interference with the access of customers to the premises, which resulted in damage to its business.

Mr. Justice Freedman then dealt with the question of the proper form of injunction to be enforced. Should all picketing be prohibited or should the injunction be modified to allow peaceful picketing? He stated that peaceful picketing not accompanied by unlawful acts was lawful. Section 501 of the Criminal Code prohibits "watching or besetting" the place where a person carries on business as an offence of "intimidation" but clause (g) provides that "attending at or near or approaching to such house or other place as aforesaid, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section". This clause affirmed the common law right of peaceful picketing.

He pointed out also that there is authority for the view that the mere commission of an offence under Section 501 of the Criminal Code does not give a plaintiff the right to a civil action. The conduct complained of should be otherwise tortious, as indeed it was in the case at bar.

Mr. Justice Freedman then considered the question of the right of workers to picket in connection with an unlawful strike. Counsel for the laundry relied on the judgment in *Oakville Wood Specialties Ltd. v. Mustin* [1950] (L.G., 1951, p. 250) in which the court issued an injunction prohibiting all picketing, similar to the interim injunction previously issued in the present case, on the ground that the strike was unlawful.

His Lordship shared the view expressed by Mr. Justice McRuer in *General Dry Batteries of Canada Limited v. Briggshaw* [1951] (L.G., 1952, p. 188) that workers have a common law right to inform others peacefully that they are on strike, whether the strike is lawful or unlawful. Mr. Justice Freedman concluded:—

The right of labour to peaceful picketing has been attended by general social

and economic advantage. In a free society such right should not be impaired, nor a restraint placed upon its exercise, unless grave and exceptional circumstances exist. In the dispute between the parties, at least in its present stage, such grave and exceptional circumstances do not exist, even though the strike is unlawful.

His Lordship stated that the limits of peaceful picketing elude precise definition and must depend on the facts in each case. He referred to the comment on this point by Chief Justice Farris in *Army and Navy Department Store (Western) Ltd. v. Retail, Wholesale and Department Store Union* [1950] (L.G., 1950, p. 2093). Mr. Justice Freedman was of the opinion that in the case at bar the prohibition against "parading or congregating" should be continued. The order issued by the Court was modified, therefore, to permit only "picketing".

Another question raised in the case was the legal status of trade unions. The union claimed that it was not an entity against which an injunction might be issued. His Lordship held that the Manitoba Labour Relations Act recognizes trade unions as statutory entities possessing a legal existence apart from their members, and that they are therefore suable entities for the purpose of implementing that Act and for causes of action founded directly upon its provisions. In this connection he referred to the cases *Vancouver Machinery Depot Ltd. v. U.S.W.A.* [1948] 2 WWR 325, 480 and *In re International Union of Operating Engineers and Manitoba Labour Board* [1952] (L.G., 1952, p. 941) where the status of a trade union as a legal entity was recognized. *Peerless Laundry and Cleaners Limited v. Laundry and Dry Cleaning Workers Union et al.*, [1952] 6 WWR (NS), 443.

## Supreme Court of British Columbia . . .

. . . finds guilty of contempt of court an officer of union and 14 members who disobeyed injunction

In the Supreme Court of British Columbia on September 16, an officer of the woodworkers' union and 14 others were found guilty of contempt of court for refusing to obey an injunction prohibiting the picketing of a ship about to load lumber in the Nanaimo harbour last July during the strike in the lumber industry. A sentence of three months' imprisonment and a fine of \$3,000 was imposed on the union official; each of the others was ordered to pay a fine of \$300 or to serve one month in jail.



Chief Justice Farris delivered the judgment of the Court. He reviewed first the injunction issued by the Supreme Court on July 15 to restrain certain members of the International Woodworkers of America, Local 180 (CCL-CIO), and their agents from watching or besetting the *MS Vedby* at the Government Assembly Dock in Nanaimo, from preventing or interfering with the loading of the ship, from preventing access to or from the ship by any persons seeking to embark or disembark, and from conspiring to injure the business of the transportation company by wrongfully interfering with its contractual obligations.

The day the injunction was issued, it was served by the sheriff upon Poje, business agent of Local 180, IWA, on behalf of himself and the union and a copy of the order was posted in a conspicuous place at the dock. The next day the sheriff found Poje at the dock with approximately 150 men picketing the *MS Vedby* in defiance of the injunction. The sheriff informed those present of the Court's order, reading the pertinent paragraphs aloud, and advised them that he considered their failure to disperse contempt of court.

Immediately after this, Poje walked up to a car which had arrived at the dock and asked: "Are you fellows longshoremen?" Someone in the car answered: "Yes, are we going to load?" Poje said: "No sir, no sir," As a result the longshoremen did not proceed to load the ship.

On July 18 some 18 copies of the order were issued and another copy posted at the dock. On July 19, July 21 and July 22 pickets remained at the dock with Poje apparently in charge. On July 22 they again defied the sheriff's order to disperse. On that day 13 longshoremen were present who said they were ready to go to work on the ship if the picket line was dispersed. Pickets remained on the dock until a settlement agreement was reached between the woodworkers' union and the lumber companies on July 24.

To explain the issue before the Court, the Chief Justice quoted from the judgment in *Bassel's Lunch Ltd. v. Kick* [1936]:—

We are not considering the merits or demerits (if any) of the trade unions; we are not considering the rights in civil or criminal law to picket any institution;

we are not considering whether the injunction order was properly made; we are only considering the injunction order not moved against and standing in full force and effect, each of the respondents being well aware of its existence and terms and that, notwithstanding this knowledge, they took up and continued what the original defendants had been doing until stopped by the Court, thereby making the orders of the Court a mere farce.

His Lordship found that the conduct of Poje, who was a defendant to the action in which the injunction was granted, was clearly and flagrantly a contempt of court. He found it equally clear that the other picketers, although not named in the injunction, were also liable to penalty for contempt of court because they were fully aware of the terms of the order and wilfully disobeyed it and abetted Poje in his breach of the injunction.

To support this view, he quoted from an English case which made clear the authority of the courts to punish for obstructing the course of justice those who disobey their orders even though these persons have not been bound by an injunction.

Speaking generally, the Chief Justice pointed out that it was under the protection of the law and the freedom granted by law that trade unions in the last hundred years had achieved an important place in society.

Acting legally and within the law they have done great things, not only for the working man but for humanity at large. Abraham Lincoln stated that no country can survive half slave and half free. Neither can any country flourish and progress unless the great mass of our people, as represented by the labouring class, can live in dignity and provide their families and themselves with the reasonable comforts of life in keeping with modern conditions. The health and contentment of labour is bound to be reflected in the general prosperity and happiness of all the people. Unions, acting under the protection of the law, have done much to bring about this condition of affairs and no bodies should be more concerned with the maintenance of law and order than these bodies whose very existence depends upon their acting under the freedom of the law.

He went on to emphasize that if laws are flouted and orders of the courts treated with contempt the whole fabric of freedom is destroyed.

One law broken and the breach thereof ignored is but an invitation to ignore further laws and this, if continued, can only result in the break-down of the freedom under the law which we so greatly prize. This has been exemplified in the present case. The strike itself was illegal and this was followed by brazen defiance of the orders of this court.



He pointed out that Chief Justice Sloan in acting as mediator of the dispute in the lumber industry did not condone the unlawful strike or the action of the union leaders in calling such strike. It was not his right or duty to punish those offending against the Industrial Conciliation and Arbitration Act but only to try to mediate the differences between employers and employed. What may not be understood, Mr. Justice Farris said, is that those acting illegally under the Act are committing an offence punishable in the courts and that they have been, and are still, subject to prosecution under the Act. Yet no other bodies should be more concerned than unions with the maintenance of law.

Unions, as the result of the protection under the law to which I have referred, have become such a mighty force in the life of our country that union leaders have been charged with a grave dual responsibility. They are trustees, not only for their members, but for the public at large. The failure to recognize such responsibility and reliance upon the law of might can only result in chaos and the destruction of the very foundation upon which unions have been built.

The Court accordingly found the union agent Poje guilty of contempt of court, sentenced him to three months in jail, and fined him \$3,000. Fourteen of the picketers were also found guilty of contempt of court and fined \$300 each. In imposing sentence, His Lordship stated that they had obviously acted under orders from the union and that he took it for granted that the union would pay their fines. *Canadian Transport Limited v. Alsbury et al*, [1952] 6 WWR (NS), 473.

#### Saskatchewan Court of Queen's Bench . . .

. . . awards four months' salary in lieu of notice to a company manager who was summarily dismissed

The Saskatchewan Court of Queen's Bench on August 29 awarded four months' salary to the manager of an oil company who was hired for an indefinite period and dismissed without notice.

Mr. Justice Thomson, delivering the judgment of the Court, stated the terms of the plaintiff's employment as contained in a resolution passed by the directors of the defendant company on January 26, 1950. His appointment was to run from January 1, 1950, and his salary was to be \$5,000 a year, payable when a certain sum had been paid into the company's treasury.

The plaintiff's salary to July 31, 1950, was paid in full in July and his salary for the month of August was paid at the end of that month. The company dismissed him without notice on November 9, 1950. He then commenced this action, claiming \$1,041.67 as salary to the date of dismissal and \$5,000 as damages for wrongful dismissal without notice.

The company failed to establish any cause for complaint which would justify the summary dismissal of the plaintiff without notice. The Court found that there was no definite agreement as to the term of the plaintiff's employment and that the contract of service was therefore a general hiring without limitation of time.

Mr. Justice Thomson mentioned the old rule that where there is a general hiring the presumption is that the hiring is for a year, whether the contract is oral or in writing. He stated, however, that the present trend of judicial authority is to treat the general hiring of persons who are not agricultural labourers as a hiring for an indefinite period terminable by a reasonable notice at any time.

On the question of what constitutes reasonable notice, he quoted from the judgment in *Speakman v. Calgary (City)* [1908] 9 WLR 264:—

. . . the question, what is a reasonable notice, depends upon the capacity in which the employee is engaged, the general standing in the community of the class of persons, having regard to their profession, to which the employee belongs, the probable facility or difficulty the employee would have in procuring other employment in case of dismissal, having regard to the demand for persons of that profession, and the general character of the services which the engagement contemplates.

His Lordship determined that the plaintiff in this case was entitled to at least four months' notice.

Stating that in an action of this kind the plaintiff is entitled to recover the estimated pecuniary loss resulting as a reasonable and probable consequence of the premature termination of his employment, Mr. Justice Thomson awarded \$1,666.66 in damages as the equivalent of the plaintiff's salary during a four-month period and \$958.90 as the salary earned by him between September 1 and the date of dismissal, a total of \$2,625.56 plus costs. *Havard v. Freeholders Oil Company Limited*, [1952] 6 WWR (NS), 413.

# Recent Regulations, Federal and Provincial

Two changes made in pilotage by-laws. Alberta Workmen's Compensation Board makes new regulations governing use of explosives. Employers in British Columbia's construction industry now required to pay time and one-half for time worked after eight hours in day or 44 in week

Under the Canada Shipping Act, two changes in pilotage by-laws have been made. Also in the federal sphere, an amendment to the Prevailing Rate Employees General Regulations sets out the conditions under which payment of retroactive wage increases is to be made.

In Alberta, the Workmen's Compensation Board has made new regulations governing the use of explosives in geophysical exploration. In British Columbia, employers in the construction industry are now required to pay time and one-half the regular wage rate for time worked after eight hours in a day or 44 hours in a week.

## FEDERAL

### Canada Shipping Act

#### *Pilotage By-Laws*

An amendment to the pilotage by-laws for the district of Sheet Harbour, N.S., continues the same pilotage rates but sets a minimum of \$50 to be paid for pilotage services by every ship going in or out of a port, not including the flat fee of \$3 for embarking and \$3 for disembarking to be paid to the pilot for use of his pilot boat. The amendment was approved by P.C. 3622 on July 31 and gazetted August 13.

A revised scale of pilotage rates for the district of Humber Arm, Bay of Islands, Newfoundland, effective from May 1, 1952, was approved by P.C. 3844 on September 4 and gazetted September 24. Steamers employed in the fisheries are exempt from pilotage dues except when on voyages from or to a point outside Newfoundland. Coastal steamers within the province are also exempt. Subsidized mail steamers for the province must pay at the rate of 10 cents for each horse-power, while all coasting vessels pay one-half the regular pilotage rates.

### Prevailing Rate Employees

An amendment to the Prevailing Rate Employees General Regulations (P.C. 6190) sets out the conditions under which an increase in a prevailing rate may be paid retroactively. The amendment, effective from August 1, was approved by P.C. 3610 on July 31 and gazetted August 13.

As previously, rates of normal pay and extra pay for employees in each unit of the public service are to be fixed by Treasury Board after consultation with the Department of Labour.

Where an increase in a prevailing rate is to take effect from a date prior to the date of approval by Treasury Board, the difference between the new and the old rate may be paid for work performed during the period of retroactivity to all persons employed by the Government on the date the new rate is approved. Persons no longer employed by the Government on this date either because they have been laid off due to lack of work or have resigned because of a *bona fide* illness may also receive the retroactive pay if they make application to the employing Department within six months after the date Treasury Board approves the new wage rate.

Where a former prevailing rate employee has died, the retroactive pay due him may be paid to his estate if application is made within six months of the date the new rate is approved.

## PROVINCIAL

### Alberta Workmen's Compensation Act

Seismograph regulations applying to the storage, handling, transportation and firing of explosives by persons engaged in geophysical exploration were made by the Workmen's Compensation Board and gazetted August 30, to take effect on September 15.

#### *Certificates*

Handling and firing of explosives must be under the personal supervision at the shotpoint of a person who is the holder in good standing of a certificate of efficiency issued by the Board and of a certificate of first aid approved by it. To obtain the certificate, a person must have been supervised and instructed in the use of explosives for six months by a certificate



holder. The certificate of efficiency may be cancelled for any violation of or non-compliance with the regulations.

#### *Storage*

No storage magazine may be located within one mile of the nearest inhabited dwelling of any community. Required distances between storage magazines and thoroughfares or buildings are set out in a table. For example, a storage magazine containing 5,000 pounds of dynamite must be at least 450 feet from a highway, 900 feet from a railway and 1,500 feet from an inhabited building.

All magazines must be sheathed on the outside with boiler plate strong enough to deflect missiles and lined on the inside with tongue and groove lumber or an adequate substitute provided that screws or nails are countersunk and covered and that cracks are kept securely sealed. They must be equipped with suitable locking devices. Provision must be made for adequate ventilation. Lighting should be by natural means if possible, but if artificial lighting is necessary, portable electric lanterns or flashlights approved for use in dangerous locations are to be used.

Explosives and detonators must be stored in their respective magazines not less than 150 feet apart. No other material may be stored in a magazine. The area within 25 feet of a magazine must be kept clear of flammable debris such as brush. No cartridge or part cartridge of explosives is to be placed in any magazine unless it is in a box similar to the one used for shipping by the manufacturer.

#### *Transportation*

Explosives must not be transported in a trailer, and a vehicle carrying explosives must not tow any form of trailer, carry any other material in the explosive compartment or enter any garage or other building. Separate, enclosed, locked compartments must be provided in gas or oil-driven vehicles. At least six inches of solid lumber or its equivalent must separate the compartment for detonators from the one for explosives.

Detailed instructions for the marking of vehicles transporting explosives require signs front and rear with the word **EXPLOSIVES** in letters at least six inches high, either red on a white background or vice versa, a red flag on each corner of the vehicle during daylight and during darkness amber lights on the two front corners and red lights on the back corners of the vehicle. At least two approved fire extinguishers and the Minimum First Aid Kit No. 2 (as provided for in the Board's first aid regulations) must be carried.

Explosives must be removed from a vehicle being repaired except in the case of emergency running repairs. An extensive inspection of the vehicle and its fire extinguishers must be made daily.

#### *Handling*

Smoking is forbidden when explosives are being handled or when the magazine is open. The older explosives should be the first to be removed from the magazine.

No explosive is to be used unless taken directly from the labelled case in which it was received from the manufacturer. The wedge and mallet used to open cases of explosives must be made entirely of wood or some other non-sparking material. Sticks of dynamite should be cut on a wooden surface with a bronze knife having a fixed blade. Deteriorated explosives are to be destroyed by approved methods. No blasting is to be carried on in an electrical storm. Shooting is also prohibited within one mile of a permanent radio broadcasting transmitter.

The employer must supply workmen with safety hats equipped with a cradle which are to be worn during the handling or firing of explosives. Workmen must not carry detonators or explosives in their pockets.

Various precautions dealing with such matters as priming and firing must be taken to avert possible injury to any person or damage to property.

#### *General*

Besides setting safety standards, the regulations authorize inspectors to require employers to make necessary changes or improvements in faulty equipment or hazardous conditions.

All other safety regulations of the Workmen's Compensation Board apply to employers affected by the seismograph regulations.

### **British Columbia Male Minimum Wage Act**

Minimum overtime rates for construction workers in British Columbia were established by amendments to Male Minimum Wage Order No. 12 made August 6 and gazetted August 14. Employers are now required to pay time and one-half the employee's regular rate of wages for all hours worked beyond eight in a day or 44 in a week, the limits set by the Hours of Work Act. Where working hours have been varied in accordance with the provisions of that Act, employers and employees or their representatives may agree that the new overtime rates do not apply until after the employee has completed the hours of work so established.



The Hours of Work Act provides for certain exemptions from its provision limiting working hours to eight in a day and 44 in a week. By custom or arrangement between employers' and workers' organizations or representatives, employees who work less than eight hours on one or more days of the week may work up to nine hours on the other days so long as the weekly limit of 44 hours is not exceeded. The Board of Industrial Relations may permit the statutory limits to be exceeded in cases of emergency, may make regulations setting special hours of

work for classes of workers permanently or temporarily exempted from the regular limitation of hours, and in exceptional cases may approve longer working hours established by collective agreement, not to exceed an average of 44 hours per week over the period covered by the agreement. No special hours of work regulation is in effect for construction workers.

Supervisory employees and those employed in a confidential capacity are not covered by the new provision requiring time and one-half to be paid for overtime work.

## Administrators of Labour Legislation Hold 11th Annual Conference in Halifax

Canadian Association of Administrators of Labour Legislation discuss industrial safety problems, industrial relations and apprenticeship

Special attention was given to the problem of industrial safety at the 11th annual conference of the Canadian Association of Administrators of Labour Legislation in Halifax, September 9-12, under the chairmanship of N. D. Cochrane, Deputy Minister of Labour of New Brunswick. The federal Department of Labour and eight provincial departments were represented.

W. Elliott Wilson, QC, Deputy Minister of Labour of Manitoba, presided at a full day's session devoted to industrial safety problems. Included was a discussion of methods of controlling industrial accidents through education of the worker, safeguarding of dangerous machinery, labour inspection and the utilization of labour statistics. A report on the recently-completed Code of Safety for the Woodworking Industry, drawn up by the Canadian Standards Association at the request of the CAALL, was given at this session by F. A. Sweet, Chief Technical Officer of the CSA.

Other subjects on the conference agenda included apprenticeship; industrial relations, with particular attention being given to conciliation procedures; and a review of important legislative and administrative developments in the federal and provincial departments since the last conference.

The delegates were welcomed by the Hon. A. H. McKinnon, QC, Minister of Labour of Nova Scotia, and Mayor Richard A. Donahoe, QC, of Halifax. In his introductory remarks Mr. McKinnon expressed the view that the relations between the different provinces of Canada,

and between the provinces and the federal Government, were never better than they are today, and attributed this spirit of co-operation in large measure to the CAALL which affords Deputy Ministers and their senior officers an opportunity to get together once a year to discuss common problems.

In commenting on the conference agenda, Mr. McKinnon stressed the need for improved industrial training in Canada not only for the defence program, but for the well-being of the young people. With the growing improvement in labour relations in evidence in Canada "it is hoped," he stated, "that the time will come when the conciliation machinery of labour departments will rust away from disuse."

The federal Minister of Labour, the Hon. Milton F. Gregg, also attended the opening session and in a brief address commended the members for their continuing efforts to improve legislative and administrative standards. He emphasized that, in his opinion, one of the most important objects of the Association, as embodied in its Constitution, was to bring about uniformity of policy with respect to labour legislation and regulations, and urged the members to do what they could to see that the obstacles which stand in the way of uniformity of apprenticeship standards are overcome. The Minister also suggested that the CAALL could be of increasing value in forwarding the work of the International Labour Organization in Canada.

"Government and the Law" was the subject of an address given at the dinner

meeting on September 9 by Hon. Mr. Justice V. C. MacDonald of the Supreme Court of Nova Scotia.

The officers elected to serve on the Association's Executive Committee for 1952-53 are: President, J. B. Metzler, Deputy Minister of Labour, Ontario; 1st Vice-President, K. A. Pugh, Chairman, Board of Industrial Relations, Alberta; 2nd Vice-President, R. E. Anderson, Chief Administrative Officer, Department of Labour, Nova Scotia; Secretary-Treasurer, Evelyn Best, Legislation Branch, Department of Labour of Canada. N. D. Cochrane, Deputy Minister of Labour of New Brunswick, retains a place on the Executive as Past President.

The delegates attending the sessions were:—

*Alberta.*—K. A. Pugh, Chairman, Board of Industrial Relations, and F. G. Cope, Chief Inspector, Board of Industrial Relations.

*Saskatchewan.*—Hon. C. C. Williams, Minister of Labour, and J. S. Dornan, Director of Apprenticeship and Tradesmen's Qualifications.

*Manitoba.*—W. Elliott Wilson, QC, Deputy Minister of Labour.

*Ontario.*—J. B. Metzler, Deputy Minister of Labour, and E. H. Gilbert, Chief Factory Inspector.

*Quebec.*—Donat Quimper, Associate Deputy Minister of Labour; C. Miron, Chief Conciliation Officer, Noël Bérubé, Assistant Director, Conciliation Service; W. Beaulac, Chief Labour Inspector, Quebec District; L. Bruneau, Labour Inspector; C. E. Thérien, Statistician, Apprenticeship Service; J. Racine, Director Apprenticeship Service, Quebec District, and D. Racine, Conciliation Service.

*New Brunswick.*—N. D. Cochrane, Deputy Minister of Labour; H. F. White, Director, Minimum Wages and Labour Relations, F. C. Sherwood, Chief Factory and Boiler Inspector; H. J. Taylor, Acting Director of Apprenticeship; C. W. Ellis, Factory and Boiler Inspector, and A. E. Pieroway, Personnel Manager, New Brunswick Electric Power Commission.

*Nova Scotia.*—Hon. A. H. McKinnon, QC, Minister of Labour; R. E. Anderson, Chief Administrative Officer; Zilpha Linkletter, Departmental Executive Officer; B. D. Anthony, Statistician; J. P. Bell, Director of Labour Relations; H. E. Read, Chairman, Labour Relations Board and Dean of Dalhousie Law School; J. J. Gray, Chief Inspector of Steam Boilers and Pressure Vessels; S. J. Montgomery, Inspector-Examiner, Engine Operators' Act; Kenneth Dawson, Chairman, Engine Operators' Board; J. D. Whiteley, Chief Inspector of Factories; Evelyn B. Spruin, Secretary, Minimum Wage Board; F. F. Crooks, Inspector, Minimum Wage Board; R. H. MacCuish, Director of Industrial Training, and M. L. Baker, Chairman, Provincial Apprenticeship Committee.

*Newfoundland.*—G. T. Dyer, Deputy Minister of Labour.

*Federal.*—Hon. Milton F. Gregg, Minister of Labour; John Mainwaring, Chief, Labour Management Division, Economics and Research Branch; Ross Ford, Supervisor of Technical Training; H. R. Pettigrove, Industrial Relations Officer, Fredericton; J. R. Kinley, Industrial Relations Officer, Halifax, and Evelyn Woolner and Evelyn Best, Legislation Branch.

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## NLRB Permits Cancellation of Union Shop After Vote

The United States National Labour Relations Board has ruled, in a three-to-two split decision, that a majority of the employees in a collective bargaining unit may invalidate a union shop during the term of a contract and need not wait until the contract expires. This is the first time the Board has ruled in the area of union shop invalidations since Congress amended the Taft-Hartley Law on that point in 1951.

The amendment deleted the requirement for an election before a union and an

employer could sign a union shop agreement but left the provision that, after such an agreement was made, 30 per cent of the employees could petition for, and obtain, a vote on the question of de-authorizing the union shop.

The questions before the Board were: (1) should such a vote be allowed immediately on petition and (2) if the vote were allowed, should invalidation of the union shop be allowed immediately on a vote of more than 50 per cent of the employees in favour of de-authorization?



# Unemployment Insurance

## Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 834, June 24, 1952

**Held:** *That a claimant who, after a lengthy period of unemployment, refused an offer of full-time employment in her usual occupation on the ground that her health and domestic responsibilities permitted her to accept part-time work only, had failed to prove that she was capable of and available for work within the meaning of Section 27 (1) (b) of the Act.*

**Material Facts of Case.**—The claimant, married, 28 years of age, was employed as a filing clerk at a salary of \$28 a week from March 12, 1951, to August 3, 1951, when she voluntarily left to take a holiday.

She filed a renewal claim on November 8, 1951. On February 6, 1952, she was notified by the local office of permanent employment as an office clerk at a salary of \$30 a week, which was reported to be the prevailing rate of pay in the district for that type of work. The claimant refused to apply for the employment and gave as her reason: "Capable for only part-time work—Responsible duties at home." The local office made the following comments:—

There is no part-time clerical employment to offer claimant who states the only reason she can't accept full-time employment is because her husband objects.

The insurance officer disqualified the claimant for a period of six weeks because in his opinion she had, without good cause, refused to apply for a situation in suitable employment (Section 40 (1) (a)).

The claimant appealed to a court of referees, stating that owing to an operation which she had had the previous fall she felt capable of part-time work only. The court was asked by the insurance officer to consider also whether or not the claimant was available for work within the meaning of Section 27 (1) (b) of the Act.

The claimant appeared before the court and submitted a medical certificate supporting her contention that she was

capable of part-time work only. The court unanimously found that she had good cause for refusing to apply for the employment notified to her and that she was available for part-time work.

The insurance officer appealed to the Umpire, contending that the court of referees erred in deciding that the claimant had proved that she was capable of and available for work within the meaning of Section 27 (1) (b) of the Act.

**Conclusions.**—In accordance with the principles laid down in previous decisions dealing with somewhat similar cases (*viz*, CU-Bs 472 and 473) a claimant, who has established a pattern of full-time employment and who, for health reasons, can only accept part-time work, cannot be considered as being capable of and available for work within the meaning of the Act unless there are reasonable opportunities of his obtaining part-time employment.

In the present case the local office has indicated that there were no reasonable opportunities of part-time work for the claimant in the area in which she resides and this seems to be borne out by the fact that she has been unable, after many months of unemployment, to find work of the pattern she desires.

Under the circumstances, I consider that she has failed to prove that she is capable of and available for work within the meaning of Section 27 (1) (b) of the Act.

I have noted that the claimant voluntarily left her last employment "to go on holidays" and that it was only when she was offered full-time employment and had been on benefit for three months that she expressed the desire for part-time work.

I doubt very much that, when she filed her claim for benefit in November, 1951, her case met the object of the Act which is to provide financial support to insured persons who are genuinely seeking work but who are in the unhappy position of being unable to find any.

The appeal is allowed and the claimant is disqualified from the receipt of benefit



as from the date that this decision is communicated to her and until she proves that she is capable of and available for work within the meaning of the Act.

#### Decision CU-B 837, June 24, 1952

**Held:** (1) *That although the claimant may have had good personal reasons for voluntarily leaving his employment in one city to return to another city in which he had previously resided, he was not justified as an insured person under the Act in throwing himself onto the Unemployment Insurance Fund since he had no prospects of employment in the other city.*

(2) *That there were extenuating circumstances which warranted a reduction of the period of disqualification from six to three weeks.*

**Material Facts of Case.**—The claimant, married, 38 years of age, was employed as a rack house labourer by a firm of distillers in a city in Alberta from November 23, 1951, to February 8, 1952, at a rate of pay of \$1.30 an hour. He moved to a city in British Columbia and on February 18, 1952, filed an initial claim for benefit and gave as his reasons for separation: "I left voluntarily—wished to return to (city in B.C.) also unable to support wife and 3 children on \$1.30 an hour." The employer reported that the "claimant (had) resigned of own accord presumably to farm." The insurance officer disqualified the claimant for a period of six weeks because he had voluntarily left his employment without just cause (Section 41 (1) of the Act).

The claimant appealed to a court of referees, stating that he had taken up residence in Alberta in 1947 while serving in the RCAF and that after his discharge

on March 31, 1951, he had lived there until he could sell his wartime house, which he did on February 15, 1952. He then left Alberta to return to British Columbia where he had made his home since 1926 and where he "had previously been passed for a small holding (VIA)". The court, after having heard the claimant, unanimously allowed his appeal. Its decision reads in part:—

This claimant attended the hearing and convinced us that it was necessary for him at this juncture to be in . . . . . to protect his DVA allotment of land. It was explained to him that his other reasons for leaving, that he was unable to support his family and that the job was of a temporary nature, do not add to the strength of his appeal, but fortunately for claimant do not in themselves constitute the appeal itself. . . .

The insurance officer appealed to the Umpire.

**Conclusions.**—It has been held in previous decisions that a claimant does not show "just cause" within the meaning of Section 41 (1) of the Act if he voluntarily leaves his employment to attend to "personal business affairs" (CU-B 112 and CU-B 377).

This appears to be the reason why the claimant left his job in (city in Alberta) and although he may have had good personal reasons for doing so, he was not justified as an insured person under the Act in throwing himself onto the Unemployment Insurance Fund when he had no prospect of employment in (city in B.C.).

I am prepared to concede, however, that there are extenuating circumstances in this case and for that reason I am re-imposing a disqualification of three weeks only as from the date that this decision is communicated to the claimant.

## Monthly Report on Operation of the Unemployment Insurance Act

Statistics\* for August, 1952, show number of claims for unemployment insurance benefit dropped from 75,340 in July to 61,038 in August

Claims for unemployment insurance benefit declined in August. The report on the operation of the Unemployment Insurance Act issued by the Dominion

Bureau of Statistics shows that during the month a total of 61,038 initial and renewal claims were filed in local offices across Canada, compared with 75,340 in July and 57,926 in August, 1951.

\*See Tables E-1—E-7 at end of book.

Comparison of current employment statistics with those for a previous period serves no useful purpose if made on the basis of numbers alone. Consideration must be given to other relevant factors, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Total claimants on the live unemployment insurance register on August 31 numbered 125,311 (87,715 males and 37,596 females), compared with 144,427 (101,123 males and 43,304 females) on July 31 and 101,123 (65,026 males and 36,097 females) on August 31, 1951. Of the total claimants on the register, ordinary claimants numbered 101,980, short time claimants 19,109, and claimants on temporary mass lay-off, 4,222.

A total of 68,146 adjudications were recorded for initial and renewal claims during the month, 50,537 of which were entitlements to benefit. Failure to comply with the basic contribution requirements resulted in 5,447 disallowances, while disqualifications were imposed in 16,736 cases (including 4,574 on revised claims). Chief reasons for disqualification were: "not unemployed" 5,933 cases; "voluntarily leaving without just cause" 4,265 cases; "loss of work due to a labour dispute" 1,508 cases; and "not capable of and not available for work" 1,421 cases.

The number of new beneficiaries during the month was 46,642, compared with 40,271 in July and 37,876 during August, 1951. A total of \$6,238,800 was paid in compensation for 2,150,173 unemployed days, compared with \$6,294,669 for 2,311,062 days in July and \$3,674,569 for 1,487,111 days in August, 1951.

During the week August 23-29, 82,740 beneficiaries received \$1,373,517 as compensation for 464,194 unemployed days, compared with 85,682 beneficiaries who received \$1,417,970 as compensation for 490,259 days during the week July 26-August 1. During the week August 25-31, 1951, \$799,761 was paid in compensation for 321,916 days to 60,094 beneficiaries.

The average daily rate of benefit for the week August 23-29 was \$2.96, compared with \$2.89 for the week July 26-August 1, and \$2.48 for the week August 25-31, 1951.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission show that during the month insurance books were issued to 4,018,491 employees who had made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered as at August 31 numbered 243,708, an increase of 1,069 since July 31, 1952.

## Unemployment Insurance Regulations Amended

Amendments to the Unemployment Insurance Act passed by Parliament last June have now all become effective. The new benefit rates came into force July 14 and the balance of the provisions of the Act were by proclamation put into effect from September 1. Implementing these amendments, the Unemployment Insurance Commission has amended certain of its regulations by P.C. 3702 of August 14, 1952, and P.C. 3874 of August 27, 1952.

Section 29 (1) of the Act dealing with treatment of moneys received at the time of or after termination of employment was amended by giving the Commission power to define what moneys would be taken into consideration in determining days of unemployment and what moneys would be ignored. By the amended regulation, moneys received by a worker at the time of or after he leaves his employment under

a retirement, superannuation or pension plan or fund, or for overtime, will be considered to have been received for days prior to actual termination of employment; these moneys will be ignored for benefit purposes. All other moneys received at the time of or after he terminates his employment will be taken into consideration and applied as if he received them for the days immediately following the termination.

Before the Act was amended, if a person received remuneration or compensation for loss of employment substantially equivalent to the pay he would have received had he continued to work, the claimant was considered not to be unemployed. The new regulation will work to the advantage of the claimant because, if he receives less than his actual wages, such moneys will be prorated, for example: a person who

terminates his services for which he was getting \$200 a month and is paid \$150 a month for two months, under the old provisions, would not be considered to be unemployed during the two months he received the additional money. Under the new regulation, this would be prorated and the \$300 he received after he stopped working would be considered as 1½ months' wages rather than two months' wages as formerly.

The amendments also permitted the Commission by regulation to defer the waiting period under certain circumstances. Previously, a claimant had to serve his waiting days at the beginning of each benefit year. Now, if he starts a second or subsequent benefit year within 14 days of the termination of the old and he has been employed for less than six days (or less than a full working week) in the two weeks prior to the commencement of the new benefit year, the waiting period is deferred. The waiting period may, in this case, only be served after the claimant has been employed on six consecutive working days or for a full working week or on eight days in any two consecutive claim weeks.

A further change in the amendments was with respect to married women. The

previous regulation has been modified. Formerly 90 contributions were required of a married woman after marriage in order to qualify for benefit. The new regulation will require only 60 contributions after marriage if the claimant was unemployed at the time of marriage. If she was employed at the time of marriage, the 60 contributions must follow the first separation from employment after her marriage.

Another amended regulation deals with the payment of benefit with respect to a holiday shut-down. In the past, benefit was paid only if the holiday shut-down exceeded two weeks and then only for days during the third and subsequent week for which no pay was received. The new regulation will permit payment of benefit when a shut-down is for one week or more and for any days during the shut-down for which no pay was received.

Heretofore, a person working a five-day week who lost one day's pay was entitled to one day's benefit, while a person on a six-day week who lost one day received no benefit. This anomaly is now corrected by another regulation and a worker on a five-day week who loses one day will be treated exactly the same as the worker on a six-day week.

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## Ontario Labour Board Bars UMW from Hydro Project

The Ontario Labour Relations Board has ruled that the United Mine Workers of America (CCL) can not apply for certification for individual line camps operated in connection with Ontario Hydro Electric Commission construction projects. The appropriate bargaining unit, the Board held, must take in all camps and the union must show it has an over-all majority.

The UMW had applied for certification in six of the 34 camps the Hydro is now operating.

At the same time, the Board ruled that the Ontario Hydro Construction Allied Council (AFL) was not a trade union in the meaning of the Act and thus could not file a prior bargaining rights claim. The AFL Council claimed prior bargaining rights because of an agreement signed between the Hydro and the Council, which comprises 17 unions.



# Fair Wages Conditions

## In Federal Government Contracts

Schedules Prepared and Contracts Awarded during September

### Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 218 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 151 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

### Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Agriculture .....	1	\$ 39,089.37
Central Mortgage and Housing Corporation....	2	14,502.42
Defence Construction (1951) Limited .....	7	129,699.75
Defence Construction (1951) Limited: (Building and Maintenance).....	2	36,500.00
Post Office .....	9	53,222.38
Public Works .....	7	102,442.71

### Arrears of Wages

During September the sum of \$8,045.29 was obtained from one contracting department respecting one employer who had failed to pay the wages required by the labour conditions attached to three contracts. This amount was distributed to the 73 employees concerned.

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour

schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Contracts Containing Fair Wages Schedules Awarded during September

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages

and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Cornerbrook Nfld.*: Chisholm Construction Co Ltd, installation of drainage, sewer & water systems. *St John's Nfld.*: Trynor Construction Co Ltd, installation of water & sewer laterals; Eastern Woodworkers Ltd, construction of houses. *Cornwallis N S.*: Charles W Thompson,\* landscaping. *Greenwood N S.*: Terminal Construction Co Ltd,\* installation of screen at project. *Halifax N S.*: Eastern Excavators Ltd,\* clearing & burning of debris; Standard Construction Ltd, construction of houses. *Saint John N B.*: Eastern Landscape Co,\* landscaping. *Bagotville P Q.*: D'Erico Bros Construction Reg'd, rebuilding & surfacing of roads & driveways. *Montreal P Q.*: Maurice Moiriat,\* landscaping. *Quebec P Q.*: Union Quarries & Paving Ltd, construction of street lanes, parking areas & sidewalks. *St Hubert P Q.*: Bedard-Girard Ltd, installation of electrical services. *St Johns P Q.*: Noel Romeo & Co Ltd,\* installation of electrical service; Jean Paquette,\* landscaping. *Camp Borden Ont.*: Shalamar Gardens,\* landscaping. *Hamilton Ont.*: White Contracting Co,\* removal of soil to new location; A Cape & Son Ltd,\* removing landing strip at site. *London Ont.*: Hydro Electric Power Commission of Ontario,\* installation of electrical distribution system. *North Bay Ont.*: Hamilton Garden Services,\* landscaping. *St Thomas Ont.*:

*Sarnia Nurseries Ltd,\* landscaping. Uplands Ont.*: Coghlan Construction Reg'd, construction of roads & drives. *Windsor Ont.*: Rosehall Nurseries Ltd,\* landscaping. *Portage la Prairie Man.*: Nelson River Construction Ltd, construction of water & sewer services. *Dundurn Sask.*: J H From,\* landscaping; J H From,\* landscaping. *Moose Jaw Sask.*: T J Pounder & Co Ltd, construction of paved roads, sidewalks etc. *Saskatoon Sask.*: W C Wells Construction Co Ltd, construction of roads, drives & walks. *Calgary Alta.*: Hume & Rumble Ltd,\* repairs to underground street lighting cables; Western Excavating Co,\* landscaping; City of Calgary,\* design & construction of sewer & water services; Peterson Electrical Construction Co Ltd, installation of electrical power distribution system. *Clareholm Alta.*: Borger Bros Ltd, construction of water & sewage systems. *Cold Lake Alta.*: Alexander Construction Ltd, construction of house. *Edmonton Alta.*: Stevens Contractors Ltd,\* construction of concrete housewalks. *Belmont Park B C.*: B C Electric Co Ltd,\* installation of street lighting units. *Vancouver B C.*: MacMillan-Bloedel Ltd, construction of experimental houses. *Vernon B C.*: David Howrie Ltd,\* underfloor work. *Whitehorse Y T.*: Allsopp & Simpson,\* design & specifications of electrical distribution system.

### Defence Construction (1951) Limited

*Bedford Basin N S.*: L G Rawding Construction Ltd, rebuilding markers, shelter & stopbutts, Rifle Range. *Greenwood N S.*: E G M Cape & Co, construction of hangars & workshops. *Halifax N S.*: Fundy Construction Co Ltd, construction of gunnery range, Osborne Head. *Bagotville P Q.*: Georges Proulx, construction of deep well pumphouse. *Quebec P Q.*: Bergerville Estates Ltd, construction of laboratory, Ancienne Lorette Airport. *St Hubert P Q.*: Louis B Magil Co, construction of hospital; Argo Construction Ltd, construction of standard receiver bldg. *Valcartier P Q.*: Magloire Cauchon Ltee, construction of incendiary functioning bldg. *Aylmer Ont.*: McKay-Cocker Construction Ltd, construction of ground services, water storage reservoir, sewage treatment plant & storm sewers. *Camp Borden Ont.*: Windeler Elec-

tric Co, construction of electrical distribution system & transformer substation. *Clinton Ont.*: Scott-Jackson Construction Co Ltd, construction of roads, walkways, parking areas, site grading & fencing. *Cobourg Ont.*: Tatham Co Ltd, construction of fire-hall, central ordnance depot. *Downsview Ont.*: Scwhenger Construction Co Ltd, construction of sewage treatment plant; Canadian Comstock Co Ltd, installation of electrical distribution system. *Gloucester Ont.*: Connolly-Twizell Ltd, construction of sewage disposal plant. *Kingston Ont.*: T A Andre & Sons Ltd, construction of cinder track & fence. *North Bay Ont.*: Sterling Construction Co Ltd, installation of underground steam distribution system. *Ottawa Ont.*: J E Copeland Co Ltd, installation of services, finishing of office accommodation, construction of boiler room & fire-



proof vault, RCAF Station, Victoria Island. *Trenton Ont*: H J McFarland Construction Co Ltd, extension to water distribution system. *Uplands Ont*: Thos Fuller Construction Ltd, construction of hangar; Shore & Horwitz Construction Co Ltd, construction of water pumping station & reservoir. *Gimli Man*: Henry Borger & Son Ltd, construction of sewage effluent main. *Winnipeg Man*: Bird Construction Co Ltd, construction of hangars & workshop; Universal Construction Co Ltd, grading & paving of roads & construction

of walkways. *Dundurn Sask*: J C Wilson Construction Co, resurfacing of roads. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of paved roads, sidewalks & parking area. *Namoo Alta*: Sparling-Davis Co Ltd, construction of sewage pumphouse & water storage reservoir; Sunley Electric Co, installation of electrical distribution system. *Fort Nelson B C*: Marwell Construction Co Ltd, installation of electrical distribution system. *Victoria B C*: Victoria Paving Co Ltd, paving of roads.

#### (Building and Maintenance)

*Greenwood N S*: Maritime Builders Ltd, cubicle of bldgs, RCAF Station. *Halifax N S*: W G Foley & Son Ltd, re-roofing & re-siding bldgs; Le-Blanc Construction Co Ltd, repairing of brickwork, senior officers PM2 Bldg, RA Park; Walker & Hall Ltd, repairs to York Pier. *Coldbrook N B*: John Flood & Sons Ltd, repairs to ordnance depot. *Aylmer Ont*: National Painting & Decorating Ltd, exterior painting of bldgs, RCAF Station. *Barriefield Ont*: E Reynolds & Son, exterior painting of permanent married quarters. *London Ont*: Morog Spray Painting Co Ltd, interior painting of main bldg, central ordnance depot; E P A Construction Co Ltd, rehabilitation

of bldgs, RCAF Station. *Weston Ont*: National Painting & Decorating Ltd, exterior painting of bldgs, supply depot. *Gimli Man*: Fraser Construction Co Ltd, repairs to foundation of boiler room in hangar, RCAF Station. *Saskatoon Sask*: Thode Construction Ltd, repairs to parade square & construction of parking areas, RCAF Station. *Calgary Alta*: S Cheetham & Sons, re-roofing of bldg, Currie Barracks. *Innisfail Alta*: Assiniboia Engineering Co Ltd, repairs to runways & drainage. *Fort Nelson B C*: Marwell Construction Co Ltd, erection of frame bldg & installation of water softening equipment, RCAF Station.

#### National Harbours Board

*Halifax Harbour N S*: Standard Paving Maritime Ltd, paving of approach area to pier. *Quebec Harbour P Q*: Emile Frenette Ltee, reconstruction of shed. *Three Rivers Harbour P Q*: David Tessier, reconstruction of timber face, Cap de la Madeleine Wharf. *Vancouver Harbour B C*: Horie-Latimer Construction Co Ltd,

renewal of float, Fishermen's Wharf; Mack Kirk Roofing Co Ltd, renewal of cupola roof, elevator annex; G W Ledingham & Co Ltd, sealing portion of west wall of elevator; Todd Construction Co Ltd, installation of mooring structure & realignment outer portion Dunlevy Avenue Wharf.

#### Department of Public Works

*St John's Nfld*: Andrew George Wornell, alterations & repairs to bldg, Naval Dockyard. *Grand River South P E I*: J W McMulkin & Son Ltd, wharf replacement. *North Lake P E I*: H J Phillips & Son, harbour improvements. *Halifax N S*: Fundy Construction Co Ltd, construction of postal station, Armsdale. *Turner's Island N S*: Mosher & Rawding Ltd, wharf reconstruction. *Upper Prospect N S*: Cameron Contracting Ltd, breakwater reconstruction. *Wallace N S*: Walker & Hall Ltd, repairs & improvements to wharf. *Chance Harbour N B*: Diamond Construction Co Ltd, construction of breakwater. *Lorneville N B*: Diamond Construction Co Ltd, construction of breakwater. *L'Anse-au-Beaufils P Q*: Capt Irene Verreault,\* dredging. *Lauzon, Champlain Dry Dock*

*P Q*: Marine Industries Ltd,\* dredging. *Mechins P Q*: Charles Verreault, wharf reconstruction. *Petits Mechins P Q*: Charles Verreault, slipway accommodation. *Riviere au Renard (Fishermen's Wharf) P Q*: Capt Irene Verreault,\* dredging. *Barrie Ont*: Emery Engineering & Contracting Co Ltd, demolition work on site of proposed public bldg. *Belle River Ont*: Sterling Construction Co Ltd, repairs to harbour works. *Britt Ont*: Russell Construction Co Ltd,\* dredging. *Cedar Springs Ont*: Birmingham Construction Ltd, construction of seawall rifle range. *Hamilton Ont*: McNamara Construction Co Ltd, remedial work, terminal wharf. *Montreal River Ont*: Cummins Construction Co,\* dredging. *North Bay Ont*: Kyle & Kightly, erection of partitions, Sibbit Bldg.



*Ottawa Ont:* O'Leary's Ltd, waterproofing of slab etc, Supreme Court Bldg; Mahoney & Rich Ltd, moving of equipment etc for Bureau of Statistics; M. Rivest & Fils Inc, excavation & construction of sewerage & water systems, underground electrical conduits & heating tunnels, Tunney's Pasture Development; Dibblee Construction Co Ltd, construction of pavements, curbs & sidewalks & placing top soil, Tunney's Pasture Development; Robert Strang, painting, Centre Block & Library, Parliament Bldg; Roy Soderlind & Co, air conditioning & acoustic work, NDHQ Bldg "B"; Alex K Stewart, repairing & re-pointing of stone retaining wall in front of Parliament Bldgs, west end; Fournier Van & Storage Ltd, moving of office furniture & equipment for Dominion Bureau of Statistics; Alex K Stewart, repairing & re-pointing of retaining wall & stone steps in front of Parliament Bldgs, East end; A Lanctot Construction Co, roofing etc, Mines Bldg; Universal Electric, improved lighting, Jackson Bldg. *Peterborough Ont:* M Sullivan & Son Ltd, erection of federal bldg. *Port Burwell Ont:* Russell Construction Co Ltd,\* dredging. *Rockcliffe Ont:* William D'Aoust, alterations to officers' mess, RCMP Barracks. *Wheatley (Muddy Creek) Ont:* Dean Construction Co Ltd,\*

dredging. *Emerson Man:* West End Contractors & Cabinet Makers Ltd, erection of temporary customs & immigration bldg. *Regina Sask:* W H McDiarmid Construction Company, installation of partitions etc, Wildum Lodge. *Edmonton Alta:* James C Haddow, alterations to unit 4, Charles Camsell Indian Hospital; Western Automatic Sprinkler Systems, installation of automatic sprinkler & fire alarm systems, Government House Veterans Home. *Fort McMurray Alta:* Yukon Construction Co Ltd, construction of RCMP detachment bldg. *Hobbema Alta:* Sandquist Construction Co, construction of staff residence, Indian Hospital. *Fraser Mills B C:* Gilley Bros Ltd,\* dredging. *Fraser River (Woodwards Is) B C:* Gilley Bros Ltd, channel maintenance work. *Ganges B C:* Harbour Pile Driving Co, wharf improvements. *Kincolith B C:* Horie-Latimer Construction Co, wharf reconstruction. *Mayne Island B C:* Pacific Piledriving Co Ltd, wharf repairs & improvements. *Sidney B C:* James McDonald Construction Co Ltd, repairs & improvements to wharf and breakwater. *Victoria (Ogden Point) B C:* Island Tug & Barge Ltd, breakwater repairs. *Westview B C:* Keystone Industries Ltd, construction of freight shed.

#### Department of Transport

*Cape Spear Nfld:* S J Clark, erection of dwelling. *Fortune Nfld:* S J Clark, construction of fog alarm bldg. *South Head Nfld:* Wm J Lundrigan Ltd, erection of fog alarm bldg. *St Pierre-aux-Liens P Q:* Edgar Milot Inc, painting Bridge 7, Lachine Canal. *Mont Joli P Q:* Eugene Ross, repairing roofs on hangars. *Seven Islands P Q:* Lucien Tremblay Ltée, erection of dwellings & steel skeleton tower. *Port Weller Ont:* Aiken & Mac-

Lachlan Ltd, construction of still water berth, Welland Canal. *Yorkton Sask:* Don F Matheson & Kent Matheson, construction of aircraft parking area. *Lethbridge Alta:* General Construction Co (Alta) Ltd, additional airport development. *Prince George B C:* Hastings Construction Co Ltd, construction of staff dwellings. *Sandspit B C:* Hanssen Construction Co Ltd, construction of staff dwellings.

## U.S. Labour Turnover Data Indicate Favourable Situation

One of the most favourable employment situations among United States workers in manufacturing industries since the Second World War was indicated by labour turnover statistics for September, Secretary of Labour Maurice J. Tobin has announced.

Only seven out of every 1,000 factory workers were laid off in September, equal to the post-war low for the month reached in September, 1950, and only one-half the rate of a year ago. Workers were being

hired at a rate of 57 per 1,000 employees, one-third greater than the rate in September, 1951.

Employment in manufacturing plants rose by mid-September to a post-war peak of 16.3 million. The favourable employment picture throughout the country was also indicated by the small number of workers claiming state unemployment insurance benefits: the number of claimants dropped by the end of September to a post-war low of 630,000.

# Employment Conditions

## September-October 1952

Unemployment was further reduced during September and early October by increased seasonal activity in construction and agriculture and by general strengthening of the consumer goods sector of Canadian industry

Employment conditions continued to improve throughout Canada during the late summer months.

The year's favourable harvest conditions, and in particular the record grain crop, created a tight labour market through the entire prairie region. The 2,300 harvest workers brought in from Eastern Canada under the Federal-Provincial Farm Labour Agreements, however when added to the local labour supply and immigrants, proved adequate to meet the needs of most employers.

Activity in building construction, lagging in early summer, increased rapidly and by August was in full swing in most regions. Contrary to the trend evident early in the year, the number of housing starts in July was considerably higher than for the same period in 1951. Employment also increased in highway construction and maintenance during September, as contractors hastened to complete work before the winter.

By September, hiring was underway for logging operations and this industry was expected to absorb a considerable number of workers from agriculture and construction as these activities taper off. The expected reduction in this year's pulpwood cut will probably have adverse effects on employment in this industry in later months. During September, however, the combined demands of agriculture, construction and forestry resulted in high employment levels in most parts of Canada.

The consumer goods sector of the economy continued to show improvement during September and indications are that this trend will be maintained until the end of the year, contrary to experience in 1951, when employment levels in this sector declined steadily through the fall months. One of the sustaining forces behind this recovery is increased labour income, which during the first seven months of 1952 totalled \$6,058 billion as compared with \$5,441 billion for the same period in 1951. Consumer expenditure has

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

also increased and in September, 1952, was 17 per cent higher than in the same month last year.

Industrial expansion involving new plants and plant extensions created more than 12,000 new jobs in manufacturing in the third quarter of the year. A survey carried out by the Department of Labour indicates that the total number of new jobs thus created in the first three quarters of 1952 was 22,000, the largest number since 1948, when the survey was initiated. Most of the present expansion, however, is concentrated in the defence sector of Canada's economy, whereas in former years it occurred mainly in consumer goods industries.

Although September saw the settlement of a number of strikes, including one involving 1,350 rubber workers and two involving a total of more than 2,700 shipyard workers, at October 4 there were still more than 8,000 workers off the job because of industrial disputes.

The high level of employment throughout the country was reflected in the number of job applications on file at National Employment Offices. For the five weeks ending October 2, this had fallen to 142,800, the lowest figure on record in 1952. This total was 11,800 greater than the one for the corresponding period in 1951 and 9,700 greater than in 1950.

### Atlantic Region

The employment situation was normal in the Atlantic region during September. By October 9, the number of applications on file at NES offices had risen slightly to 17,800, or 4.5 per cent of all paid workers.



In Newfoundland, the railway transportation and the construction industries were very active in the St. John's area and recruiting for work on resource development projects in Labrador continued to absorb a number of workers. In Corner Brook, where there was much activity in farming, fishing, forestry, construction, manufacturing and trade, there were some labour shortages.

Labour surpluses existed, however, in other areas in the Atlantic region. In Halifax, Saint John, New Glasgow and Moncton, the decreased demand for farm help, the poor fish catch which resulted in low employment in processing plants, lay-offs in the manufacture of rolling stock and the low level of the woods cut this year, all swelled the supply of labour. Elsewhere in the region, demand and supply were fairly balanced, although the movement of potato pickers to Maine created temporary difficulties for some employers.

### **Quebec Region**

Employment and production during September continued along the lines of expansion already evident late in July and August. Seasonal pressures were at their greatest in most types of work connected with outdoor activity and labour shortages were growing. Applications for employment at NES offices at October 9 numbered 44,600, or 3.9 per cent of all paid workers. This was only slightly above the total a month earlier but was still 6,600 above the figure for the comparable date in 1951.

Although most expansion was temporary, an important part reflected the needs of defence industries and stronger consumer demand, thus indicating a growing non-seasonal level of activity. Logging operators were hiring on the usual scale for the season during most of September and, although the anticipated reduction in wood cut is expected to have some repercussions on the labour market, the adverse effects had not been reflected in the employment scene during the month. Production in the clothing industry, which had experienced a slump during the past year, was returning to normal and shortages of certain skills appeared. In Montreal, this, combined with accelerated hiring in construction and the demand for workers in resource development projects, resulted in labour shortages.

Improvement also occurred in the textile industry, although hiring was still slow and surpluses existed in areas where this industry predominates. Surpluses also occurred in Quebec-Lévis, largely as a result of slackness in the manufacture of paper products and of labour disputes in

the shipbuilding industry. In general, however, the supplies of labour in the region were sufficient to meet demand.

### **Ontario Region**

The third quarter of 1952 showed a very marked increase in employment levels in Ontario as the manufacturing and construction industries continued to expand. At October 9, there were 43,200 applications for employment on file at NES offices. This was 5,200 fewer than for the comparable date in 1951 and represented 2.8 per cent of all paid workers.

In most areas the labour market was balanced, although the heavy demands for construction workers for residential building in Guelph, Kitchener-Waterloo and for the hydro project at Niagara Falls caused a tight labour market in these areas. The seasonal expansion in food and tobacco processing during the latter part of September created labour shortages in St. Thomas, Simcoe and Trenton and the high level of construction, quarrying and mining in Bracebridge, Brampton, Goderich, Ingersoll and Kirkland Lake resulted in shortages in these areas. There were also shortages of particular skills in several areas while surpluses existed in others.

The labour market in Windsor was balanced but there were several temporary lay-offs because of steel shortage and model change-over during September. Chrysler Corporation laid off about 2,000 workers for approximately 30 days; most of the other lay-offs were of short duration.

In the agricultural areas, the labour supply was adequate, although there was some shortage of food and tobacco workers in Chatham and construction projects at Camp Borden created a demand for construction workers in Barrie.

### **Prairie Region**

There was a further rise in the level of economic activity during September and a further strengthening of labour demand in the Prairie region. At October 9, there were 16,000 applications for employment on file at NES offices. This is 1,800 higher than for the comparable date in 1951 but represents less than 3 per cent of all the paid labour force.

This year, the record grain crop will tend to check the seasonal rise in unemployment in this region, at least in its initial stages, since the extra tonnage of oats and wheat will require additional man-hours of transportation, and the additional spending power in the farming sections will make off-season work less necessary in many cases. During September, the exceptional harvest, together



with a high level of activity in residential, industrial and defence construction, resulted in a shortage of labour in Edmonton and in 13 other centres with a labour force exceeding 10,000.

Paper mills were still working at capacity but the forest industry showed definite signs of weakness. Some companies anticipate that pulpwood production may be reduced by as much as 50 per cent as compared with 1951. As this industry provides off-season work for an important section of the prairie labour force, a decrease in their activity will have adverse effects on the employment situation in the Prairies, although this has not yet become apparent.

#### **Pacific Region**

The level of activity in British Columbia rose during September with the removal of two factors—strikes and fire hazard in

the logging industry—that have been hampering production during most of the summer season. Job applications on file at NES offices at October 9 dropped to 23,200, the lowest figure in 1952. This figure represented 6 per cent of all the paid labour force.

Logging and sawmill employment showed a gradual increase, although the industry was still operating below capacity at the end of the month. Employment levels were lower in the fishing industry also, following the reduced demand, particularly in export markets, for canned salmon. Other industrial sectors showed steady progress during the month. New contracts were awarded to shipbuilding firms and residential construction continued to show a gain over last year. By the end of September there was balance between labour demand and supply in most centres, with the exception of Vancouver-New Westminster, where a surplus existed.

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## **Prices and the Cost of Living**

# **New Consumer Price Index Released**

**Most comprehensive retail price index ever used in Canada replaces cost-of-living index. Title changed to show that index is measure of price change, is not affected by changes in standards of living**

Canada's new consumer price index, constructed to replace the cost-of-living index, has been released. The new index, the fifth in a series of Canadian retail price indexes, is the most comprehensive ever constructed for Canada.

While the consumer price index is an entirely new index constructed from post-war expenditure patterns, it serves the same purpose as the cost-of-living index: it measures the average percentage change in retail prices of goods and services bought by a large and representative group of Canadian urban families.

The change in title was made to clarify the fact that the index is a measure of price change and is not affected by changes in standards of living.

An explanation of the construction of the consumer price index and a record of its movements from January, 1949, to August, 1952, is given in a special report by the Dominion Bureau of Statistics entitled *The Consumer Price Index, January 1949-August 1952*.<sup>\*</sup> The report also gives detailed information on such aspects

of the new index as purpose, family coverage, base period and details of items included as well as their relative importance.

Also given in the report are: the formula used in calculating the index, an outline of the methods of price collection and an explanation of the special features of the new index such as the methods of incorporating seasonal variations in food consumption and changes in the price element of home-ownership costs.

In publishing the consumer price index forward from January, 1949,<sup>†</sup> the Bureau has provided a period of nearly four years for which it is possible to compare the movements of the new index with those of the cost-of-living index. In order to facilitate such comparisons, the cost-of-living index has been converted to the base 1949. Since January, 1949, the two

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<sup>\*</sup>Available from Publications Section, Dominion Bureau of Statistics. Price: 25 cents.

<sup>†</sup>See Table F-1a at back of book.

series have closely paralleled each other, the greatest difference being 2.0 points in August, 1951. In most instances, the two indexes are less than one point apart. Month-to-month movements in the two indexes have been in the same direction except on a very few occasions. Such differences as have occurred are attributable to the more up-to-date weighting system of the consumer price index and other improvements described in some detail in the special report. For example, the facts that the new series contains more fresh fruits and vegetables and that the relative importance of food items varies according to seasonal consumption are partly responsible for these differences.

Since the report was printed, the September 1952 consumer price index has been calculated at 16.1 per cent above its 1949 average level, while in the same interval the cost-of-living index increased 16.0 per cent. The following table compares the total and main component indexes of the consumer price index and the cost-of-living index for September, 1952:—

**Total and Main Components of the  
Consumer Price Index and the  
Cost-of-Living Index,  
September, 1952  
(1949=100)**

	CPI	C of L
<i>Total Index</i> .....	116.1	116.0
Food .....	115.8	115.4
Shelter (Rent).....	121.2	121.1
Clothing .....	110.9	113.4
Household Operation (Fuel and Lighting, Home Fur- nishings and Services)...	116.0	116.1
Other Commodities and Services (Miscellaneous).	115.8	114.8

The consumer price index for September, 1952, of 116.1 compares with the cost-of-living index of 186.5 for the same month. The much lower number for the consumer price index arises from the fact that the new index relates retail price levels to 1949 rather than the average of 1935-1939 as does the cost-of-living index. It thus measures September 1952 retail prices as 16.1 per cent above such 1949 prices, whereas the cost-of-living index indicates that they are 86.5 per cent above the 1935-1939 retail prices. However, for those wishing to do so, it is a simple matter to compare the consumer price index with 1935-1939 prices by dividing each index

number by the 1935-1939 average for the consumer price index (62.2) and multiplying the resultant figure by 100. This procedure yields a September 1952 index of 186.7 as compared to the cost-of-living index of 186.5 for the same month.

The year 1949 was selected as a reference level or base period for the consumer price index for a variety of reasons. It is the most satisfactory post-war reference year, not only for price index comparisons but also for other economic indicators. In addition, prices during 1949 were relatively stable. Dating from the termination of World War II there has been a steady shift of interest from pre-war to post-war comparisons in all fields of economic activity. Conditions have changed greatly since 1935-1939 and concern with things as they existed at that time has steadily declined. These circumstances are similar to those which led to the abandonment of 1900, 1913, and 1926 as base periods.

The new index is based on goods and services reported purchased during the year ending September 30, 1948, by 1,517 families, representing all Canadian families with the following characteristics:—

(a) living in 27 Canadian cities with over 30,000 population.

(b) ranging in size from two adults to two adults with four children.

(c) with annual incomes during the survey year ranging from \$1,650 to \$4,050.

To measure the influence of price change on the cost of goods and services purchased by such families, the consumer price index contains 225 items, nearly 40 per cent more than the cost-of-living index. Additional items have been determined by a purely objective approach to the problem of measuring price movements of goods and services purchased by families of the type described above. Thus, no attempt has been made to differentiate between "luxuries" and "necessities". This has led to the inclusion of additional items such as margarine, cake mix, chicken, lettuce, chocolate bars, fur coats, children's clothing, fuel oil, electric iron, lawnmower, household help, phonograph records, and carbonated and alcoholic drinks. Included in the cost-of-living, but not given specific representation in the consumer price index, are such items as rice, dried beans, prunes, rayon hosiery, coke, wool flannel, oilcloth, and cigars. These items have been omitted because, on average, families did not report purchasing them in significant amounts.

The consumer price index and the cost-of-living index will be published jointly for a period of six months.



## Consumer Price Index and Cost-of-Living Index, October 1, 1952\*

Both the new consumer price index and the cost-of-living index declined between September 2 and October 1, the former from 116.1 to 116.0 (0.1 per cent), the latter from 186.5 to 185.0 (0.8 per cent), the Dominion Bureau of Statistics reported.

The drop resulted from declines in the food and clothing indexes outweighing increases in shelter, household operations and other commodities and services.

The difference in the movements of the two indexes is largely accounted for by the fact that the consumer price index is based on a more lengthy list of items reflecting current consumption habits, whereas the cost-of-living index is based on pre-war expenditure patterns. Recognition of seasonal shifts in food consumption also accounts for part of the difference, as does the direct inclusion of home ownership.

### Consumer Price Index

The food index component of the new consumer price index dropped from 115.8 to 115.1. Substantial decreases in the price of potatoes, beef and lamb were partly offset by reflection in the index of normal seasonal increases in the consumption of these foods. Among other foods, slight increases were registered by grapefruit, lettuce, fresh tomatoes, oranges, and fresh pork, while declines were shown for canned tomatoes, onions and cooked meats.

The clothing index decreased from 110.9 to 109.9, following decreases in men's wool underwear, women's fur and cloth coats, woollen yard goods, and children's wear. The household operation series increased from 116.0 to 116.2 as decreases in floor coverings, textiles and soap were overbalanced by increases in coal, fuel oil, and ice. The index for other commodities and services increased from 115.8 to 116.4, largely as a result of higher local transportation charges.

The shelter index advanced from 121.2 to 121.5 as slightly higher quotations were reported for house repairs and replacement items, and mortgage interest rates. Rents were not surveyed during October and the rent component of the shelter index remained unchanged.

### Cost-of-Living Index

In the cost-of-living index, the food index dropped from 234.2 to 229.3, the clothing index from 207.7 to 206.7. The fuel and

light index rose from 150.3 to 150.9, the home furnishings and services index from 195.8 to 195.9 and the miscellaneous index from 147.8 to 148.5. The rent index was unchanged at 148.9.

On October 1 last year, the index levels were: total index, 190.4; food, 249.7; rent, 142.7; fuel and light, 150.2; clothing, 213.8; home furnishings and services, 200.1; and miscellaneous, 144.3.

### City Cost-of-Living Indexes, September, 1952

Cost-of-living indexes for eight of the nine regional cities declined between August 1 and September 2 mainly because of substantial drops in the prices of fresh vegetables, particularly potatoes. The index for Montreal remained unchanged. Potato prices in that city increased slightly between August 1 and September 2 to offset decreases in other vegetables.

Meats and sugar were down in all nine centres except Saskatoon, where meat prices remained unchanged. Egg prices continued to rise generally. Decreases in the price of woollen items of men's wear accounted for lower clothing indexes in six cities. Changes in home furnishings and services indexes were mixed due to small increases in laundry rates and decreases in cleaning supplies, hardware and a few items of furniture.

Coal prices rose in Toronto, Montreal and Saskatoon. In Toronto, this increase was offset by lower coke prices to produce a lower index of fuel and light while in Montreal higher coke prices contributed to the rise in the fuel and light group. Slight decreases were observed in coal prices in Saint John. The quarterly rental survey resulted in higher rent indexes for eight cities; the index for Saskatoon remained unchanged.

Composite city cost-of-living index point changes between August 1 and September 2, were as follows: Halifax -2.3 to 176.7; Saint John -2.2 to 183.9; St. John's -1.7 to 103.6; Edmonton -1.4 to 177.7; Saskatoon -1.2 to 182.7; Winnipeg -1.0 to 179.0; Toronto -0.9 to 183.3; Vancouver -0.5 to 189.0; Montreal unchanged at 191.7.

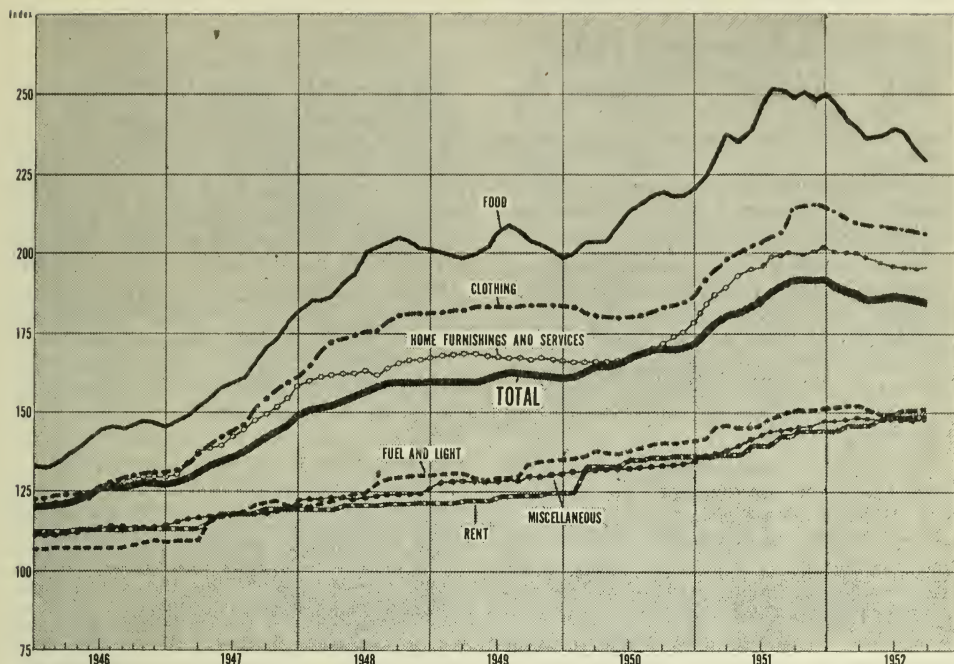
### Wholesale Prices, September, 1952

Continuing a downward trend which has been interrupted only once in the past 14 months, Canada's general index number of wholesale prices dropped 1.8 points (0.8 per cent) in September to 222.1.

\*Both indexes will be published concurrently for several months.



## COST OF LIVING IN CANADA FROM JANUARY, 1946



In August the index stood at 223.9; in September a year ago, 240.0. Since reaching a peak of 243.7 in July, 1951, the index has dropped every month except in June this year.

Five of the eight sub-group indexes declined from August, two advanced and one remained unchanged.

Largest decrease among the group indexes in September from August was in animal products, which dropped 2.6 per cent from 244.9 to 238.6. Vegetable products followed with a drop of 1.1 per cent from 206.4 to 204.1, and textile products next with a decrease of 0.9 per cent from 248.9 to 246.6. Non-ferrous metals declined slightly to an index level of 170.0 from 170.2, and wood products to 292.2 from 292.3.

The sub-group index for non-metallic minerals advanced 0.1 per cent to 173.7 from 173.5, and chemical products rose by the same percentage to 177.2 from 177.0. The iron products index was unchanged at 218.2.

The price index for farm products declined in September, falling 4.5 per cent from 236.2 to 225.5. This brought it 13.4 per cent below last year's September figure of 260.5. The field products index declined to 181.9 from 195.3, and the animal products section to 269.1 from 277.2. At the new level, the index for field products

was 0.1 per cent above last year's September figure of 181.7, while the index for animal products was down 20.7 per cent from 339.2.

There was a slight decline in the price index for general building materials to 288.3 in September from 288.4 in August, while the price index for residential building materials was unchanged at 284.6.

### In the United States

Retail prices of goods and services bought by moderate-income urban families in the United States averaged 0.2 per cent lower in mid-September than in mid-August, according to the United States Department of Labour's Bureau of Labour Statistics. This is the first decline in average retail prices since February, 1952.

A 1.0-per-cent drop in retail food prices was responsible for the downward movement; prices increased for all other major groups.

The largest average price rise—0.6 per cent—was reported for apparel; smaller price increases were reported for house furnishings, miscellaneous goods and services, fuel, electricity and refrigeration, and rent.

The consumers' price index for September 15, 1952, was 190.8 (1935-39=100), 12.1 per cent higher than pre-Korea.

# Strikes and Lockouts

## Canada, September, 1952\*

Strike idleness showed little change from the high figure of the previous month. More than half the time loss in September was caused by three stoppages: salmon fishermen in British Columbia, shipyard workers at Montreal, Que., and rubber factory workers at Hamilton, Ont.

Wage increases and related questions were the central issues in 30 of the 41 stoppages in existence during the month, causing 85 per cent of the total idleness. Four stoppages arose over union questions, four over working conditions, two over dismissals or suspensions, and one was an inter-union dispute.

Preliminary figures for September, 1952, show 41 strikes and lockouts in existence, with 15,045 workers involved and a time loss of 203,245 man-working days, compared with 43 strikes and lockouts in August, 1952, involving 15,018 workers and a loss of 205,515 days. In September, 1951, there were 35 strikes and lockouts, with 10,808 workers involved and a loss of 117,480 days.

For the first nine months of 1952 preliminary figures show 178 strikes and lockouts, involving 108,927 workers, with a time loss of 2,613,123 days. In the same period in 1951 there were 215 strikes and lockouts, 74,466 workers involved and a loss of 691,627 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September, 1952, was 0.22 per cent of the estimated working time, the same percentage as in August, 1952; 0.12 per cent in September, 1951; 0.31 per cent for the first nine months of 1952; and 0.08 per cent for the first nine months of 1951.

Of the 41 stoppages in existence during September, 1952, three were settled in favour of the workers, five in favour of the employers, nine were compromise settlements, and three were indefinite in result, work being resumed pending final settlement. At the end of the month 21 stoppages were recorded at unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; handbag factory workers at Montreal, Que., on August 31, 1951; furniture factory workers at Nicolet, Que., on September 27, 1951; truck drivers and warehousemen at Ottawa, Ont., on January 21, 1952; stamp and stencil factory workers at Hamilton, Ont., on May 20, 1952; and waitresses at Timmins, Ont., on May 23, 1952.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1952, was 98 and 27 were still in progress from the previous month, making a total of 125 during the month. In all stoppages of work in progress, 37,800 workers were involved and a time loss of 277,000 working days caused.

\*See Tables G-1 and G-2 at end of book.

Of the 98 disputes leading to stoppages of work which began in July, eight, directly involving 800 workers, arose over demands for advances in wages, and 35, directly involving 6,200 workers, over other wage questions; 12, directly involving 900 workers, over questions respecting the employment of particular classes or persons; 40, directly involving 1,800 workers, over other questions respecting working arrangements; one, directly involving 100 workers, over questions of trade union principle, and two, directly involving 200 workers, were in support of workers involved in other disputes.

### Australia

During the first quarter of 1952, there were 443 industrial disputes resulting in work stoppages directly involving 189,322 workers. The time loss was 417,105 man-working days for all workers directly and indirectly involved.



## India, 1951

Industrial disputes resulting in work stoppages in India increased from 814 in 1950 to 1,071 in 1951, according to the *Indian Labour Gazette*. The number of workers involved, however, declined slightly, from 719,883 in 1950 to 691,321 in 1951.

The number of man-days lost through strikes during the year—3,818,928—was the lowest recorded since 1945. The number of strikes, too, was appreciably lower than in 1946, 1947 and 1948; it was higher than in 1949.

## United States, August

Preliminary figures for August, 1952, show 450 work stoppages resulting from labour-management disputes beginning in

the month; 225,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,100,000 man-days. Corresponding figures for July, 1952, are 425 work stoppages involving 125,000 workers and a time loss of 12,500,000 days.

## The Netherlands, 1951

Time lost through strikes in The Netherlands in 1951 was the lowest since the war. During the year there were 85 strikes involving 14,226 workers and a loss of 66,740,000 working hours. In the previous year, while there were only 79 strikes, these involved 17,600 workers and 162,500,000 working hours.

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# Selected Publications Received in Department of Labour Library

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# Labour Statistics

Table 1—Statistics Reflecting Industrial Conditions in Canada.....	PAGE 1517
--	--------------

## A—Labour Force

### *Immigration Branch, Department of Citizenship and Immigration*

Table A-1—Distribution of Immigrants as Adult Males, Adult Females and Children.....	1518
Table A-2—Distribution of All Immigrants by Region.....	1518
Table A-3—Distribution of Immigrants by Occupation.....	1519

### *D.B.S. Labour Force Survey*

Table A-4—Estimated Distribution of Canadian Manpower.....	1519
Table A-5—Regional Distribution of Persons with Jobs.....	1519
Table A-6—Percentage Distribution of Persons With Jobs By Hours Worked Per Week.....	1520
Table A-7—Regional Distribution of Persons Without Jobs and Seeking Work.....	1520

## B—Labour Income

### *Dominion Bureau of Statistics Monthly Estimates of Labour Income*

Table B-1—Estimates of Labour Income.....	1520
---	------

## C—Employment, Hours and Earnings

### *Dominion Bureau of Statistics: Employment and Payrolls*

Table C-1—Employment Index Numbers by Provinces.....	1521
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1521
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1522

### *Dominion Bureau of Statistics: Man-Hours and Hourly Earnings*

Table C-4—Hours and Earnings in Manufacturing.....	1523
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1523
Table C-6—Hours and Earnings by Industry.....	1524

### *Economics and Research Branch, Department of Labour*

Table C-7—Real Earnings in Manufacturing.....	1525
---	------

## D—Employment Service Statistics

### *Dominion Bureau of Statistics*

Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1525
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1526
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1527
Table D-4—Activities of National Employment Service Offices.....	1528
Table D-5—Applications and Placements Since 1942.....	1533

## E—Unemployment Insurance

### *Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act*

Table E-1—Number Receiving Benefit with Amount Paid.....	1533
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1534
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1534
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1534
Table E-5—Estimates of the Insured Population.....	1535
Table E-6—Unemployment Insurance Fund.....	1536

## F—Prices

### *Dominion Bureau of Statistics*

Table F-1—Index Numbers of the Cost of Living in Canada.....	1537
Table F-1a—Consumer Price Index Numbers, Canada.....	1538
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1539
Table F-3—Index Numbers of Staple Food Items.....	1539
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1540
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1544
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1545

## G—Strikes and Lockouts

### *Economics and Research Branch, Department of Labour*

Table G-1—Strikes and Lockouts in Canada by Month.....	1546
Table G-2—Strikes and Lockouts in Canada During September.....	1547

TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1952		1951	1950	1944	1939
	Sept.	Aug.	Aug.	Aug.	Aug.	Aug.
<b>Total Population*</b> .....	000	14,430	14,009	13,845	11,975	11,267
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....	000	5,419	5,343	5,324	†	†
Persons with jobs.....	000	5,333	5,266	5,221	†	†
Male.....	000	4,166	4,136	4,107	†	†
Female.....	000	1,167	1,130	1,114	†	†
Paid workers.....	000	3,947	3,798	3,639	†	†
Without jobs and seeking work.....	000	86	77	103	†	†
Index of employment (1939= 100).....		188.1	184.3	172.5	†	†
Immigration.....	No.	11,285	17,236	5,210	1,207	1,941
Adult males.....	No.	4,313	9,040	1,995	218	533
<b>Earnings and Hours—</b>						
Total labour income.....	\$000,000		833	699	†	†
Per capita weekly earnings.....	\$	53.87	50.16	45.15	†	†
Average hourly earnings, mfg.....	c	129.0	119.1	104.2	†	†
Average hours worked per week, mfg.....	c	41.1	41.4	42.5	†	†
Real weekly earnings, mfg. <sup>(2)</sup> .....		116.9	108.0	108.8	†	†
<b>National Employment Service—</b>						
Live Applications for employment....						
(1st of month) <sup>(3)</sup> .....	000	157.2	175.7	130.0	157.3	59.8
Unfilled vacancies (1st of month) <sup>(2)</sup> .....	000	47.0	40.6	54.5	40.0	183.7
Placements, weekly average.....	000		22.5	19.0	17.1	†
<b>Unemployment Insurance</b>						
Ordinary live claims (1st of month).....	000	(7) 102.0	(7) 112.6	83.9	92.5	4.5
Balance in fund.....	\$000,000	831.7	820.2	726.0	603.4	222.4
<b>Price Indexes—</b>						
General wholesale <sup>(4)</sup> .....		223.9	241.4	215.7	†	†
Cost-of-living index <sup>(4)</sup> .....		186.5	187.6	188.9	168.5	118.9
Residential building materials <sup>(4)</sup> .....			284.6	290.4	247.6	†
<b>Production—</b>						
Industrial production index <sup>(4)</sup> .....			205.4	190.5	192.7	†
Mineral production index <sup>(4)</sup> .....			168.1	136.2	102.7	128.3
Manufacturing index <sup>(4)</sup> .....			210.5	199.0	219.5	106.2
Pig iron.....	000 tons		203.2	201.8	151.5	65.9
Steel ingots and castings.....	000 tons		286.8	281.3	246.8	122.0
Inspected slaughtering, cattle.....	000	108.8	98.9	99.8	107.5	116.7
hogs.....	000	428.4	391.8	299.8	271.7	451.8
Flour production.....	000,000 bbls		1.94	1.71	2.02	1.38
Newsprint <sup>(2)</sup> .....	000 tons		486.5	484.6	466.4	262.3
Cement producers' shipments.....	000,000 bbls		1.75	1.62	(6) 0.94	(5) 0.84
Automobiles and trucks.....	000		21.8	24.3	13.8	3.5
Gold.....	000 fine oz		369.8	345.1	375.9	237.6
Copper.....	000 tons		22.6	21.4	22.4	27.1
Lead.....	000 tons		13.8	14.4	9.2	16.9
Nickel.....	000 tons		11.9	12.3	7.7	11.9
Zinc.....	000 tons			31.3	25.8	22.4
Coal.....	000 tons		951	1,247	1,066	1,377
Crude petroleum.....	000,000 bbls			5.32	2.47	0.83
Electric power.....	000,000 k.w.h.		4,568	4,597	4,199	3,275
<b>Construction—</b>						
Contracts awarded.....	\$000,000		175.8	187.6	144.5	24.2
Dwelling units started.....	000			7.5	9.3	†
completed.....	000			7.2	8.7	†
under construction.....	000			59.9	67.6	†
<b>Distribution—</b>						
Wholesale sales index, unadjusted <sup>(4)</sup> .....		367.7	367.7	†	†	†
Retail trade.....	\$000,000		959.2	897.4	841.1	†
Imports, excluding gold.....	\$000,000		302.9	357.5	267.3	157.3
Exports, excluding gold.....	\$000,000		345.1	349.8	257.1	257.0
<b>Railways—</b>						
Revenue freight, ton miles.....	000,000			5,405	3,466	5,947
cars loaded.....	000		354.4	363.0	275.0	318.0
<b>Banking and Finance—</b>						
Common stocks, index <sup>(4)</sup> .....		171.6	176.0	169.7	135.7	86.8
Preferred stocks, index <sup>(4)</sup> .....				165.2	155.6	125.9
Bond yields, Dominion index <sup>(4)</sup> .....		119.6	119.1	104.9	90.5	97.0
Cheques cashed, individual accounts.....	\$000,000		9,565	9,072	7,558	4,532
Bank loans, current public.....	\$000,000		2,927	2,912	2,294	966
Money supply.....	\$000,000		4,887	4,719	4,678	(5) 3,153
Circulating media in hands of public.....	\$000,000		1,353	1,262	1,159	(5) 925
Deposits.....	\$000,000		3,534	3,457	3,519	(5) 2,163
						(5) 1,089

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

\* Population figures given are as at June 1, 1952, 1951, 1950, 1944 and 1939.

† Comparable statistics are not available.

(1) Estimates are based on the 1951 census. Detailed figures will be found in tables A-4-A-7 of this issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39 = 100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

(7) Effective August 1, 1952 claimants on temporary mass lay-offs excluded from total of claimants.



# A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676
1952—				
January.....	6,453	3,958	2,720	13,131
February.....	4,666	3,306	2,997	10,969
March.....	8,751	5,307	4,585	18,643
April.....	9,097	5,554	4,846	19,497
May.....	8,819	5,639	5,390	19,848
June.....	6,398	5,028	4,543	15,969
July.....	6,124	5,522	5,041	16,687
August.....	4,313	3,935	3,037	11,285

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676
1952—						
January.....	353	3,660	6,701	1,334	1,083	13,131
February.....	259	2,120	6,110	1,523	957	10,969
March.....	406	4,209	10,338	2,257	1,433	18,643
April.....	526	4,140	10,584	2,540	1,707	19,497
May.....	521	4,044	10,537	3,019	1,727	19,848
June.....	564	2,990	8,202	2,670	1,543	15,969
July.....	527	3,029	8,746	2,689	1,696	16,687
August.....	280	2,683	5,298	2,001	1,023	11,285

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951—									
August.....	2,333	3,039	3,050	436	465	245	379	487	10,434
September.....	1,461	2,395	2,605	417	415	222	381	431	8,327
October.....	2,317	3,977	4,728	569	444	274	805	545	13,659
November.....	2,019	3,878	5,209	632	424	311	748	515	13,736
December.....	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952—									
January.....	1,164	2,572	2,135	473	501	245	732	112	7,934
February.....	1,239	1,540	1,552	390	385	192	383	96	5,777
March.....	2,240	2,928	3,120	657	527	309	606	165	10,552
April.....	2,318	2,904	3,313	768	612	352	634	228	11,129
May.....	2,611	2,635	2,789	795	660	409	577	192	10,668
June.....	1,979	1,602	2,086	707	630	347	566	126	8,043
July.....	2,131	1,476	1,871	763	656	324	751	161	8,133
August.....	1,729	761	1,090	459	669	247	798	78	5,831

**TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	August 16, 1952			May 31, 1952		August 18, 1951	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population.....	4,979	4,961	9,940	4,970	9,910	4,899	9,744
A. Labour Force.....	4,234	1,185	5,419	4,143	5,329	4,193	5,343
1. Persons with jobs.....	4,166	1,167	5,333	4,053	5,222	4,136	5,266
(1) Agricultural.....	913	94	1,007	839	924	970	1,067
Paid Workers.....	129	14	143	99	105	116	130
Employers.....	106	*	108	74	76	52	54
Own Account Workers.....	471	*	478	485	495	569	577
Unpaid Family Workers.....	207	71	278	181	243	233	306
(2) Non-Agricultural.....	3,253	1,073	4,326	3,214	4,298	3,166	4,199
Paid Workers.....	2,818	986	3,804	2,786	3,782	2,719	3,668
Employers.....	210	14	224	213	230	132	140
Own Account Workers.....	205	30	235	200	235	299	339
Unpaid Family Workers.....	20	43	63	15	51	16	52
2. Persons without jobs and seeking work.....	68	18	86	90	107	57	77
B. Not in the Labour Force.....	745	3,776	4,521	827	4,581	706	4,401
1. Permanently unable or too old to work.....	142	82	224	145	230	139	228
2. Keeping house.....	*	3,297	3,298	*	3,219	*	3,260
3. Going to school.....	*	*	*	380	703	12	25
4. Retired or voluntarily idle.....	577	374	951	296	415	536	856
5. Other.....	25	23	48	*	14	18	32

\* Less than 10,000.

**TABLE A-5.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	August 16, 1952		May 31, 1952	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	100	1.9	104	2.0
Maritime Provinces.....	408	7.7	405	7.8
Quebec.....	1,494	28.0	1,463	28.0
Ontario.....	1,904	35.7	1,866	35.7
Prairie Provinces.....	983	18.4	959	18.4
British Columbia.....	444	8.3	425	8.1
CANADA.....	5,333	100.0	5,222	100.0

**TABLE A-6.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK**

SOURCE: D.R.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Aug. 16 1952	May 31 1952	Aug. 16 1952	May 31 1952
0.....	0.6	1.0	8.7	2.8
1-14.....	3.9	5.3	0.9	1.4
15-24.....	2.9	3.5	2.1	2.5
25-34.....	2.4	3.5	2.8	3.7
35-44.....	6.2	5.6	50.4	53.7
45-54.....	16.7	18.2	25.6	26.4
55 hours and over.....	67.3	62.9	9.5	9.5
Total.....	100.0	100.0	100.0	100.0

**TABLE A-7.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.R.S. Labour Force Survey

Region	Aug. 16, 1952		May 31, 1952	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	*	*	*	5.6
Maritime Provinces.....	*	*	10	9.3
Quebec.....	35	40.7	41	38.4
Ontario.....	22	25.6	30	28.1
Prairie Provinces.....	*	*	10	9.3
British Columbia.....	10	11.6	10	9.3
CANADA.....	86	100.0	107	100.0

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—July.....	50	211	53	170	148	21	653
1950—July.....	55	230	57	181	160	23	706
*1951—January.....	59	252	47	187	160	25	730
February.....	59	254	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	71	219	179	29	857
December.....	73	268	55	225	188	28	837
1952—January.....	71	281	59	212	181	29	833
February.....	74	287	59	212	186	28	846
March.....	70	292	61	214	187	28	852
April.....	60	294	66	218	187	29	854
May.....	65	295	72	222	193	29	876
June.....	65	294	79	227	198	29	892*
July.....	65	297	87	229	197	30	905

\*Includes Newfoundland.

r revised.



## C—Employment, Hours and Earnings

### TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,450,947.

Year and Month		Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average		158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average		165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.5
1949—Average		165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average		168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average		180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1951		175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Apr. 1, 1951		173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951		175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951		180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951		183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951		184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951		185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951		186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951		186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951		186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952		181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952		177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952		178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952		177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952		177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952		182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952		185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952		188.1	207.9	160.2	172.3	182.9	195.5	181.9	165.3	230.0	181.9
Percentage Distribution of Employees of Reporting Establishments at August 1, 1952		100.0	0.2	3.7	2.5	30.2	42.3	5.3	2.4	5.0	8.4

Note—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

### TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month		Industrial Composite <sup>1</sup>			Manufacturing			
		Index Numbers			Index Numbers			Average
		Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Wages and Salaries
1939—Average		100.0	100.0	100.0				\$
1947—Average		158.3	245.2	154.4				23.44
1948—Average		165.0	282.9	170.9				36.19
1949—Average		165.5	303.7	183.3				40.06
1950—Average		168.0	321.8	191.3				42.96
1951—Average		180.2	381.3	211.6				44.84
Jan. 1, 1951		175.3	338.2	193.1				44.84
Apr. 1, 1951		173.3	357.8	206.6				49.17
May 1, 1951		175.6	367.9	209.8				49.34
June 1, 1951		180.3	379.0	210.5				50.16
July 1, 1951		183.6	392.5	214.0				50.66
Aug. 1, 1951		184.3	394.0	214.0				51.59
Sept. 1, 1951		185.4	400.2	216.1				52.05
Oct. 1, 1951		186.5	410.0	220.1				52.41
Nov. 1, 1951		186.4	413.4	222.1				
Dec. 1, 1951		186.6	416.7	223.6				
Jan. 1, 1952		181.0	388.8	215.1				
Feb. 1, 1952		177.8	402.9	226.9				
Mar. 1, 1952		178.0	409.0	230.2				
Apr. 1, 1952		177.9	411.5	231.7				
May 1, 1952		177.4	410.6	231.8				
June 1, 1952		182.5	420.2	230.7				
July 1, 1952		185.5	426.3	230.2				
Aug. 1, 1952		188.1	431.5	229.8				
Jan. 1, 1952		181.0	388.8	215.1				
Feb. 1, 1952		177.8	402.9	226.9				
Mar. 1, 1952		178.0	409.0	230.2				
Apr. 1, 1952		177.9	411.5	231.7				
May 1, 1952		177.4	410.6	231.8				
June 1, 1952		182.5	420.2	230.7				
July 1, 1952		185.5	426.3	230.2				
Aug. 1, 1952		188.1	431.5	229.8				

<sup>1</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS  
AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

Source: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Aug. 1 1952	July 1 1952	Aug. 1 1951	Aug. 1 1952	July 1 1952	Aug. 1 1951	Aug. 1 1952	July 1 1952	Aug. 1 1951
							\$	\$	\$
<b>(a) PROVINCES</b>									
Prince Edward Island.....	207.9	199.4	188.7	429.9	408.6	363.4	41.17	40.81	38.32
Nova Scotia.....	160.2	160.6	155.3	346.4	342.6	314.5	46.33	45.69	43.44
New Brunswick.....	172.3	178.6	179.9	392.4	401.6	387.3	46.34	45.76	43.63
Quebec.....	182.9	177.3	171.6	438.2	428.3	387.0	51.01	51.41	47.99
Ontario.....	195.5	196.5	193.5	451.0	452.0	413.6	56.54	56.37	52.34
Manitoba.....	181.9	179.2	179.7	368.6	363.0	344.3	52.11	52.09	49.31
Saskatchewan.....	165.3	162.3	157.5	353.1	343.4	307.9	51.80	51.29	47.37
Alberta.....	230.0	222.4	218.0	488.9	476.5	434.3	54.06	54.48	50.68
British Columbia.....	181.9	171.2	198.1	406.3	388.6	400.3	58.07	59.00	52.52
<b>CANADA.....</b>	<b>188.1</b>	<b>185.5</b>	<b>184.3</b>	<b>431.5</b>	<b>426.3</b>	<b>394.0</b>	<b>53.87</b>	<b>53.96</b>	<b>50.16</b>
<b>(b) METROPOLITAN AREAS</b>									
Sydney.....	115.2	113.7	109.4	294.3	301.4	269.8	57.12	59.27	55.14
Halifax.....	215.4	204.5	200.0	413.0	381.8	348.6	44.90	43.72	40.84
Saint John.....	165.7	167.8	169.8	335.6	338.6	325.7	43.41	43.23	41.12
Quebec.....	161.4	160.6	159.1	388.6	382.7	351.8	44.85	44.41	41.18
Sherbrooke.....	171.4	170.1	175.8	396.3	388.5	368.1	44.88	44.35	40.63
Three Rivers.....	177.6	180.4	191.2	471.5	460.3	477.4	53.11	51.07	49.96
Drummondville.....	170.8	174.9	212.8	420.9	424.0	503.3	47.18	46.42	45.20
Montreal.....	182.7	183.2	174.8	418.4	417.1	366.7	52.34	52.03	47.93
Ottawa—Hull.....	192.0	190.9	192.5	411.0	406.2	387.0	49.57	49.26	46.57
Peterborough.....	199.2	198.6	203.9	548.6	545.2	530.6	58.17	58.00	54.77
Oshawa.....	262.4	266.8	260.8	700.6	754.7	659.4	63.14	66.88	59.82
Niagara Falls.....	297.6	292.4	257.2	781.8	771.3	579.2	63.31	63.58	54.25
St. Catharines.....	243.5	244.8	243.1	640.4	645.7	608.9	64.54	64.71	61.43
Toronto.....	200.1	201.8	194.4	450.7	454.0	407.4	56.90	56.85	52.57
Hamilton.....	203.3	203.7	210.5	497.7	499.7	482.1	59.24	59.37	55.47
Brantford.....	210.0	215.4	204.9	579.9	577.8	510.2	57.34	55.71	51.75
Galt.....	154.4	154.5	157.4	383.2	384.8	362.3	50.91	51.12	47.13
Kitchener.....	173.3	174.7	182.0	428.8	431.8	399.2	52.45	52.42	46.60
Sudbury.....	182.7	182.8	176.5	413.2	407.6	371.1	67.92	66.97	63.28
London.....	195.3	197.4	195.5	435.2	444.1	414.4	52.76	53.26	50.21
Sarnia.....	332.7	337.0	318.6	779.3	789.6	632.9	64.93	64.93	63.97
Windsor.....	236.4	244.6	231.9	540.5	542.4	452.0	63.76	61.82	54.37
Sault Ste. Marie.....	245.1	247.7	228.9	589.4	587.3	473.3	63.85	62.96	55.02
Ft. William—Pt. Arthur.....	249.0	244.8	229.2	567.1	545.9	480.2	57.91	56.70	53.26
Winnipeg.....	178.0	175.9	174.5	358.9	356.0	331.3	49.21	49.40	46.32
Regina.....	175.9	172.4	169.1	379.9	365.6	333.8	48.89	48.03	44.70
Saskatoon.....	205.6	200.6	195.4	434.2	428.7	378.8	46.87	47.43	43.02
Edmonton.....	281.9	277.3	268.7	616.3	607.6	549.0	51.41	51.51	48.02
Calgary.....	234.1	232.3	222.0	481.5	482.1	422.0	52.94	53.41	49.05
Vancouver.....	195.1	189.9	207.4	430.9	422.7	424.1	55.39	55.80	51.23
Victoria.....	206.7	202.1	229.1	454.5	450.5	474.6	52.69	53.42	49.71
<b>(c) INDUSTRIES</b>									
Forestry (chiefly logging).....	121.6	149.2	180.5	380.5	460.7	495.2	54.16	53.47	47.49
Mining.....	126.8	125.8	120.0	285.8	286.7	254.2	65.07	65.76	60.77
Manufacturing.....	193.6	191.4	194.0	474.2	470.1	440.1	55.79	55.95	51.68
Durable Goods <sup>1</sup> .....	246.0	244.0	242.0	606.1	602.0	550.2	59.86	59.95	55.25
Non-Durable Goods.....	159.8	157.5	162.8	379.4	375.4	355.5	51.76	51.96	48.22
Construction.....	233.5	209.4	199.5	668.0	607.9	526.3	53.77	54.56	49.48
Transportation, storage, communi- cation.....	191.6	190.6	186.4	380.4	376.4	352.9	56.79	56.49	54.20
Public utility operation.....	204.5	201.8	195.8	426.8	418.2	373.7	61.48	61.04	56.32
Trade.....	176.8	177.4	170.8	378.1	378.1	342.9	46.71	46.57	43.85
Finance, insurance and real estate.....	180.6	180.0	172.6	307.3	306.6	274.7	49.51	49.57	46.27
Service <sup>2</sup> .....	198.3	196.3	193.4	398.4	396.5	368.0	33.58	33.74	31.21
Industrial composite.....	188.1	185.5	184.3	431.5	426.3	394.0	53.87	53.96	50.16

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Aug. 1, 1945.....	44.3	44.7	43.7	69.5	75.9	60.7
Aug. 1, 1946.....	43.0	43.2	42.8	70.0	75.8	64.4
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	135.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952.....	38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1952.....	41.6	41.9	41.2	127.1	137.5	115.7
Mar. 1, 1952.....	41.7	41.8	41.5	127.8	138.4	116.0
Apr. 1, 1952.....	42.1	42.3	41.8	129.0	139.6	116.9
May 1, 1952.....	41.9	42.1	41.6	129.4	139.5	117.8
June 1, 1952.....	41.3	41.4	41.3	129.7	139.6	118.4
July 1, 1952.....	41.3	41.4	41.2	128.6	138.3	117.9
Aug. 1, 1952.....	41.1	41.2	41.1	129.0	139.4	117.5

\* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1952	July 1, 1952	Aug. 1, 1951	Aug. 1, 1952	July 1, 1952	Aug. 1, 1951
Newfoundland.....	44.1	45.1	45.2	123.4	124.3	121.4
Nova Scotia.....	41.3	42.2	42.6	115.0	114.6	103.3
New Brunswick.....	43.5	43.9	43.2	111.1	110.2	107.3
Quebec.....	42.5	42.3	42.9	116.1	116.4	106.6
Ontario.....	40.7	40.8	40.8	137.2	136.6	125.9
Manitoba.....	40.8	41.2	40.8	123.1	122.9	117.0
Saskatchewan.....	40.6	42.0	40.7	128.8	128.3	117.4
Alberta.....	40.2	40.6	40.5	129.6	130.4	119.2
British Columbia.....	36.1	38.7	37.8	154.4	153.5	140.8
Montreal.....	41.1	41.1	41.1	121.6	121.7	111.1
Toronto.....	40.1	40.1	40.5	135.3	134.9	124.7
Hamilton.....	39.9	39.9	40.3	150.4	150.4	139.1
Windsor.....	39.0	38.3	35.5	160.5	155.7	142.9
Winnipeg.....	40.3	40.9	40.4	121.6	121.5	115.7
Vancouver.....	36.6	38.6	37.5	153.0	152.3	139.5



TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1952	July 1 1952	Aug. 1 1951	Aug. 1 1952	July 1 1952	Aug. 1 1951	Aug. 1 1952	July 1 1952	Aug. 1 1951
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b> .....	42-4	42-7	43-0	147-4	147-6	136-1	62-50	63-03	58-52
Metal mining.....	44-3	44-1	43-3	148-7	148-5	139-3	65 87	65 49	60 32
Gold.....	45-8	45-8	45-3	130-7	131-1	123-6	59 86	60 04	55 99
Other metal.....	43-3	43-0	41-8	161-3	160-7	151-2	69 84	69 10	63 20
Fuels.....	39-2	40-4	41-5	152-1	152-9	139-6	59 62	61 77	57 93
Coal.....	38-4	39-8	41-2	149-9	150-6	137-4	57 56	59 94	56 61
Oil and natural gas.....	42-2	42-6	42-9	159-7	161-2	147-9	67 39	68 67	63 45
Non-metal.....	41-4	42-2	45-3	133-6	133-7	118-0	55 31	56 42	53 45
<b>Manufacturing</b> .....	41-1	41-3	41-4	129-0	128-6	119-1	53-02	53 11	49 31
Food and beverages.....	42-2	42-8	42-3	109-1	109-3	99-2	46 04	46 78	41 96
Meat products.....	41-5	42-3	39-9	134-0	134-9	126-9	55 61	57 06	50 63
Canned and preserved fruits and vegetables.....	38-0	39-9	38-9	88-5	90-9	78-2	33 63	36 27	30 42
Grain mill products.....	46-1	45-4	45-7	121-5	121-6	115-3	56 01	55 21	52 69
Bread and other bakery products.....	44-5	44-8	45-2	97-4	97-9	90-0	43 34	43 86	40 68
Distilled and malt liquors.....	42-5	42-8	43-8	141-0	139-3	122-4	59 93	59 62	53 61
Tobacco and tobacco products.....	40-5	41-3	42-1	128-5	128-1	112-1	52 04	52 91	47 19
Rubber products.....	40-6	40-7	39-8	131-1	132-5	125-2	53 23	53 93	49 83
Leather products.....	40-2	39-3	38-4	92-0	92-6	85-9	36 98	36 39	32 99
Boots and shoes (except rubber).....	40-2	38-5	38-1	88-6	89-2	82-9	35 62	34 34	31 58
Textile products (except clothing).....	40-6	40-8	39-2	104-2	104-3	97-5	42 31	42 55	38 22
Cotton yarn and broad woven goods.....	37-4	37-9	35-7	104-5	103-7	99-8	39 08	39 30	35 63
Woolen goods.....	43-1	42-3	40-7	99-2	99-4	92-0	42 76	42 05	37 44
Rayon, nylon and silk textiles.....	43-3	42-9	42-6	108-1	107-7	99-1	46 81	46 20	42 22
Clothing (textile and fur).....	37-4	36-7	36-4	91-2	91-2	86-9	34 11	33 47	31 63
Men's clothing.....	36-9	37-0	35-4	88-9	89-5	84-7	32 80	33 12	29 98
Women's clothing.....	35-2	34-0	34-5	96-0	94-4	89-8	33 79	32 10	30 98
Knit goods.....	38-9	37-7	38-4	92-1	92-9	86-7	35 83	35 02	33 29
*Wood products.....	41-4	44-0	42-1	106-2	100-0	105-5	43 97	44 00	44 42
Saw and planing mills.....	40-1	45-0	41-7	109-5	98-4	111-8	43 91	44 28	46 62
Furniture.....	42-7	42-7	42-1	105-1	105-0	97-4	44 88	44 84	41 01
Other wood products.....	43-8	43-6	43-8	97-5	96-7	89-5	42 71	42 16	39 25
Paper products.....	44-9	44-9	47-3	141-8	141-6	135-0	63 67	63 58	53 86
Pulp and paper mills.....	45-8	46-0	48-9	149-8	149-4	143-9	68 61	68 72	70 37
Other paper products.....	42-2	41-5	42-6	114-5	113-8	103-7	48 32	47 23	44 18
Printing, publishing and allied industries.....	39-4	39-6	40-3	148-7	149-6	131-8	58 59	59 24	53 12
*Iron and steel products.....	41-6	41-4	41-9	145-5	144-9	133-1	60 53	59 99	55 77
Agricultural implements.....	39-9	38-7	40-3	161-9	159-5	150-5	64 60	61 73	60 65
Fabricated and structural steel.....	40-9	42-4	41-4	153-5	152-1	133-6	62 78	64 49	55 31
Hardware and tools.....	41-8	42-2	42-4	131-0	131-1	120-4	54 76	55 32	51 05
Heating and cooking appliances.....	41-7	41-3	41-8	126-7	128-5	120-1	52 83	53 07	50 20
Iron castings.....	41-7	40-9	42-0	141-1	142-1	131-6	58 84	58 12	55 29
Machinery manufacturing.....	42-6	42-9	43-1	136-4	136-4	126-2	58 11	58 52	54 37
Primary iron and steel.....	41-7	41-3	41-5	157-1	157-1	143-9	65 51	64 88	59 72
Sheet metal products.....	41-5	41-3	41-5	137-3	135-4	124-5	56 98	55 92	51 67
*Transportation equipment.....	40-2	40-3	39-8	146-4	145-3	137-1	58 85	58 56	54 57
Aircraft and parts.....	41-4	39-1	42-5	141-5	137-0	128-2	58 58	53 57	54 49
Motor vehicles.....	39-6	38-6	35-8	164-4	165-0	148-9	65 10	63 69	53 31
Motor vehicles parts and accessories.....	40-1	40-6	41-1	152-9	151-4	138-5	61 31	61 47	56 92
Railroad and rolling stock equipment.....	38-8	40-2	39-7	141-6	142-2	139-1	54 94	57 16	55 22
Shipbuilding and repairing.....	42-1	43-5	43-0	137-0	135-3	124-6	57 68	58 86	53 58
*Non-ferrous metal products.....	40-9	41-3	42-1	149-1	146-6	132-9	60 98	60 55	55 95
Aluminum products.....	43-0	42-6	42-1	138-1	132-0	122-7	59 38	56 23	51 66
Brass and copper products.....	41-2	41-9	42-8	135-5	136-1	122-3	55 83	57 03	52 34
Smelting and refining.....	40-4	41-0	42-3	163-4	159-7	147-6	66 01	65 48	62 43
*Electrical apparatus and supplies.....	41-1	41-0	40-9	140-5	140-8	130-1	57 75	57 73	53 21
Heavy electrical machinery and equipment <sup>1</sup> .....	40-7	41-1	41-3	163-4	163-5	150-7	66 50	67 20	62 24
*Non-metallic mineral products.....	44-4	43-9	44-5	128-8	128-5	117-9	57 19	56 41	52 47
Clay products.....	44-9	44-9	44-6	121-7	121-5	110-7	54-64	54-55	49-37
Glass and glass products.....	45-6	45-0	43-9	124-3	123-5	114-7	56 68	55 58	50 35
Products of petroleum and coal.....	41-0	40-8	40-2	127-2	173-9	151-0	70 60	70 95	60 70
Chemical products.....	41-2	41-9	42-6	132-0	131-1	120-8	54 38	54 93	51 46
Medicinal and pharmaceutical preparations.....	40-9	41-5	41-6	107-3	106-7	96-4	43 89	44 28	40 10
Acids, alkalis and salts.....	39-9	40-9	43-8	152-1	152-0	136-5	60 69	62 17	59 79
Miscellaneous manufacturing industries.....	39-9	40-5	41-4	103-5	104-9	98 9	41 30	42 48	40 94
*Durable goods.....	41-2	41-4	41-4	139-4	138-3	128-2	57 43	57 26	53 07
Non-durable goods.....	41-1	41-2	41-3	117-5	117 9	109-4	48 29	48 57	45 18
Construction.....	41-7	41-7	41-5	172-7	128-2	117-7	53 25	53 46	48 85
Buildings and structures.....	42-0	40-8	40-7	142-0	141-8	127-9	59 64	57 85	52 06
Highways, bridges and streets.....	39-8	42-4	42-7	99-8	101-6	95-8	39 72	43 08	40 91
Electric and motor transportation.....	44-8	46-0	44-5	130-9	131-0	119-2	58 64	59 85	53 04
Service.....	42-9	42 6	42-5	72-4	73-5	68-4	31 06	31 31	29 07
Hotels and restaurants.....	44-2	43-7	43-7	70-8	72-2	67-3	31 29	31 55	29 41
Laundries and dry cleaning plants.....	40-9	41-0	40-2	71-8	72-2	67-7	29 37	29 60	27 22

\* Durable manufactured goods industries.

# TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (A v. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.4
Monthly Average 1951.....	42.1	116.8	49.15	164.5	149.3	110.2
Week Preceding:						
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1
October 1, 1951.....	41.9	121.9	51.08	171.0	154.0	111.0
November 1, 1951.....	41.8	123.5	51.62	172.8	154.7	111.7
December 1, 1951.....	41.9	124.5	52.17	174.7	154.6	113.0
January 1, 1952.....	41.7*	127.1	53.01*	177.5	154.9	114.6
February 1, 1952.....	41.6	127.1	52.87	177.0	154.4	114.6
March 1, 1952.....	41.7	127.8	53.29	178.4	153.0	116.6
April 1, 1952.....	42.1	129.0	54.31	181.8	152.7	119.1
May 1, 1952.....	41.7*	129.4	53.96*	180.6	151.1	119.5
June 1, 1952.....	41.3	129.7	53.57	179.3	151.5	118.3
July 1, 1952.....	41.3	128.6	53.11	177.8	152.1	116.9
August 1, 1952 <sup>(1)</sup> .....	41.1	129.0	53.02	177.5	151.8	116.9

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38.1 hours, \$48.43, May 1, 1952, 41.9 hours \$54.22.

(<sup>1</sup>) Latest figures subject to revision.

## D—Employment Service Statistics

### TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1946.....	95,814	45,820	141,634	111,219	31,040	142,259
October 1, 1947.....	73,892	35,420	109,312	58,736	28,585	87,321
October 1, 1948.....	41,047	22,870	63,917	56,725	30,607	87,332
October 1, 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
October 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
January 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
February 1, 1952.....	14,957	3,736	23,693	275,814	87,011	362,825
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952 <sup>(1)</sup> .....	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952 <sup>(1)</sup> .....	29,058	20,685	49,743	93,699	49,140	142,839

\* Current vacancies only. Deferred vacancies are excluded.

(<sup>1</sup>) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
AUGUST 29, 1952(a)**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change From	
				July 31, 52	Aug. 30, 51
<b>Agriculture, fishing, trapping</b> .....	<b>1,557</b>	<b>405</b>	<b>1,962</b>	<b>+</b> 383	<b>—</b> 229
<b>Logging</b> .....	<b>1,678</b>	<b>13</b>	<b>1,691</b>	<b>—</b> 1,264	<b>—</b> 13,736
Pulpwood.....	1,307	6	1,313	— 1,395	— 12,781
Lumber.....	332	7	339	+	118
Other logging.....	39	.....	39	+	13
<b>Mining</b> .....	<b>1,133</b>	<b>42</b>	<b>1,175</b>	<b>+</b> 114	<b>—</b> 829
Coal.....	234	1	235	.....	0
Metallic ores—					
Iron.....	190	7	197	+	34
Gold.....	133	4	137	—	5
Nickel.....	269	.....	269	+	66
Other metallic ores and non-metallic minerals.....	197	9	206	—	17
Prospecting and oil producing.....	110	21	131	+	36
<b>Manufacturing</b> .....	<b>6,760</b>	<b>6,135</b>	<b>12,895</b>	<b>+</b> 2,937	<b>+</b> 517
Food and kindred products (inc. tobacco.).....	1,138	1,076	2,214	+	1,317
Textiles, apparel, etc.....	627	3,372	3,999	+	564
Lumber and finished limber products.....	826	106	932	+	263
Pulp and paper products (inc. printing).....	291	288	579	+	174
Chemicals and allied products.....	150	122	272	—	19
Petroleum and coal products.....	30	5	35	—	7
Rubber products.....	30	32	62	—	1
Leather and leather products.....	241	387	628	+	67
Stone, clay and glass products.....	235	54	289	+	85
Iron and steel and products.....	659	73	732	+	44
Non-ferrous metals and products.....	398	98	496	+	117
Machinery.....	517	68	585	—	4
Electrical equipment and products.....	266	158	424	+	87
Transportation equipment and other manufacturing.....	1,352	296	1,648	+	250
<b>Construction</b> .....	<b>6,358</b>	<b>117</b>	<b>6,475</b>	<b>+</b> 976	<b>+</b> 722
<b>Transportation and storage</b> .....	<b>1,433</b>	<b>163</b>	<b>1,596</b>	<b>+</b> 469	<b>—</b> 485
<b>Communications, and other public utilities</b> .....	<b>236</b>	<b>189</b>	<b>425</b>	<b>+</b> 87	<b>—</b> 186
<b>Trade</b> .....	<b>3,152</b>	<b>3,211</b>	<b>6,363</b>	<b>+</b> 1,921	<b>+</b> 1366
Wholesale.....	1,041	562	1,603	+	299
Retail.....	2,111	2,649	4,760	+	1,622
<b>Finance, insurance, real estate</b> .....	<b>721</b>	<b>723</b>	<b>1,444</b>	<b>+</b> 149	<b>—</b> 123
<b>Service</b> .....	<b>3,742</b>	<b>9,984</b>	<b>13,726</b>	<b>+</b> 1,356	<b>+</b> 1,436
Public.....	1,116	484	1,600	+	356
Domestic.....	85	3,464	3,549	+	561
Personal.....	1,610	5,477	7,087	+	349
Other service.....	931	559	1,490	+	89
<b>All Industries</b> .....	<b>26,770</b>	<b>20,982</b>	<b>47,752</b>	<b>+</b> 7,127	<b>—</b> 11,547

(1) Preliminary—subject to revision.

(a) Current Vacancies only. Deferred Vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT AUGUST 28, 1952 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (a)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,643	1,251	2,894	3,819	1,290	5,109
Clerical workers.....	1,864	3,842	5,706	5,825	13,419	19,244
Sales workers.....	1,647	1,728	3,375	2,710	6,335	9,045
Personal and domestic service workers...	1,240	7,672	8,912	10,668	8,489	19,157
Seamen.....	75	.....	75	887	3	890
Agriculture and fishing.....	1,509	84	1,593	958	534	1,492
Skilled and semiskilled workers.....	10,970	3,864	14,834	39,429	10,494	49,923
Food and kindred products (inc. tobacco).....	187	121	308	567	452	1,019
Textiles, clothing, etc.....	222	2,813	3,035	1,500	6,090	7,590
Lumber and wood products.....	1,731	4	1,735	5,752	57	5,809
Pulp, paper (inc. printing).....	38	31	69	728	452	1,180
Leather and leather products.....	154	251	405	449	372	821
Stone, clay and glass products.....	12	.....	12	143	41	184
Metalworking.....	1,636	45	1,681	4,706	490	5,196
Electrical.....	268	73	341	783	454	1,237
Transportation equipment.....	77	.....	77	313	159	472
Mining.....	350	.....	350	571	1	572
Construction.....	2,516	2	2,518	8,287	.....	8,287
Transportation (except seamen).....	1,187	10	1,197	5,725	32	5,757
Communications and public utility.....	69	.....	69	191	1	192
Trade and service.....	340	315	655	906	752	1,658
Other skilled and semiskilled.....	1,888	148	2,036	6,014	835	6,849
Foremen.....	103	2	105	1,331	243	1,574
Apprentices.....	192	49	241	1,463	63	1,526
Unskilled workers.....	7,230	2,429	9,659	40,873	10,557	51,430
Food and tobacco.....	631	821	1,452	719	1,954	2,673
Lumber and lumber products.....	386	7	393	2,761	185	2,946
Metalworking.....	347	55	402	1,852	338	2,190
Construction.....	2,445	.....	2,445	5,806	2	5,808
Other unskilled workers.....	3,421	1,546	4,967	29,735	8,078	37,813
<b>Grand Total.....</b>	<b>26,178</b>	<b>20,870</b>	<b>47,048</b>	<b>105,169</b>	<b>51,121</b>	<b>156,290</b>

(1) Preliminary—subject to revision.

(a) Current Vacancies Only. Deferred Vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST 1952; LIVE APPLICATIONS AT OCTOBER 2, 1952

	(1) Vacancies (Source U.I.C. 751)				Applicants (Source: U.I.C. 751)				(2) Live Applications at October 2, 1952	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placement		Unplaced End of Period
								Regular	Casual	
<b>Newfoundland</b>										
Corner Brook.....	242	617	193	39	3,022	1,329	619	518	7	2,578
Grand Falls.....	113	86	60	20	579	178	46	80		342
St. John's.....	128	506	111	19	2,311	1,011	549	434	7	204
					2,132					1,977
<b>Prince Edward Island</b>										
Charlottetown.....	316	536	232		769	655	521	325	76	690
Summerside.....	274	364	190		469	420	375	222	12	376
	42	172	42		300	225	149	103	19	314
										299
<b>Nova Scotia</b>										
Amherst.....	1,489	2,943	1,549	6	8,256	5,206	3,213	1,729	483	7,377
Bridgewater.....	15	183	297		297	317	224	147	45	273
Halifax.....	40	41	48		431	176	36	7		190
Inverness.....	1,016	1,635	1,105		3,306	2,117	1,698	895	283	391
Kentville.....	1	31	2		308	65	26	21		2,729
Liverpool.....	123	103	94		530	233	96	37	4	205
New Glasgow.....	27	32	46		134	74	10	5		412
Springhill.....	101	356	69		661	665	439	298	34	130
Sydney.....	3	9			152	84	9	8		154
Truro.....	116	388	116	1	1,706	1,032	462	229	99	626
Yarmouth—Shelburne.....	36	128	46		273	248	123	59	5	151
	11	37	17	5	458	195	90	23	2	253
										1,839
										321
										468
<b>New Brunswick</b>										
Bathurst.....	2,395	4,650	2,356	1,026	7,930	6,771	3,913	1,718	1,246	8,007
Campbellton.....	22	130	33		788	271	115	11	15	562
Edmundston.....	46	90	45		751	48	71	460	5	431
Fredericton.....	14	83	20	1	257	1,178	99	49	8	564
Minto.....	90	297	140	2	365	361	244	118	67	191
Moncton.....	63	78	36		388	174	129	61	6	376
Newcastle.....	1,466	1,075	1,237	679	1,888	1,443	912	330	93	869
Saint John.....	23	85	15	4	354	215	123	70	9	1,524
St. Stephen.....	563	1,629	772	340	2,245	1,533	1,045	832	10	329
Sussex.....	44	1,095	23		2,273	1,184	1,113	154	63	411
Woodstock.....	43	29	10		57	114	33	24		2,086
	21	57	25		164	56	29	21	2	767
										182
										110
<b>Quebec</b>										
Asbestos.....	11,703	31,086	12,596	591	51,866	41,120	29,814	18,522	2,173	47,759 <sup>(1)</sup>
Beauharais.....	70	192	122	1	284	166	140	125		245
Buckingham.....	21	197	30	2	352	208	134	68	3	293
Causapscal.....	9	105	21		268	216	139	32		309
	48	417	66		586	489	361	343	18	267
										164

(Source: U.I.C. 757)

Chandler.....	1	167	.....	198	232	271	0	140	13	169	146
Chicooutimi.....	391	740	481	347	553	261	216	41	6	344	269
Doibea.....	16	308	52	96	82	63	31	.....	20	76	98
Drummondville.....	18	308	52	1,472	583	298	199	7	4	1,552	1,279
Farnham.....	62	139	51	369	39	39	47	.....	.....	201	226
Gaspé.....	42	167	25	505	539	205	154	.....	.....	410	410
Granby.....	75	311	40	629	652	415	290	6	21	642	600
Hull.....	116	236	123	1,189	850	356	144	20	103	1,092	954
Joliette.....	97	326	145	610	358	294	192	10	35	2	477
Jonquière.....	193	328	163	647	617	392	184	38	54	564	614
Lachute.....	10	53	1	282	225	113	45	.....	63	321	371
La Malbaie.....	9	42	4	332	104	40	36	.....	1	172	180
La Tuque.....	117	530	79	165	371	209	168	.....	.....	161	230
Levis.....	254	160	105	963	880	206	122	4	36	1,157	612
Maniwaki.....	5	5	3	187	68	29	1	2	2	103	77
Matane.....	118	328	189	293	153	151	66	.....	.....	157	116
Mégantic.....	47	267	29	190	352	270	248	2	7	228	288
Mont-Laurier.....	33	84	67	141	148	66	26	.....	.....	164	106
Montmagny.....	18	30	18	410	260	50	23	2	19	365	290
Montreal.....	6,538	16,999	7,209	20,726	18,121	14,855	10,197	840	219	19,619	17,474
New Richmond.....	127	68	75	383	125	55	92	.....	.....	261	242
Port Alfred.....	10	87	35	168	158	55	52	.....	.....	180	183
Quebec.....	833	2,219	982	5,102	3,670	3,008	1,254	209	98	4,759	5,122
Rimouski.....	83	568	361	407	637	306	250	.....	30	339	396
Rivière du Loup.....	60	73	57	501	252	95	65	.....	15	441	432
Roberval.....	112	417	171	106	107	58	40	8	.....	112	120
Ste. Agathe.....	62	162	17	565	630	544	265	32	44	513	512
Ste. Anne de Bellevue.....	50	133	28	160	205	149	127	9	.....	88	139
Ste. Therese.....	99	262	99	321	405	273	207	1	.....	169	204
St. Georges Est.....	328	550	358	510	722	608	431	.....	2	337	263
St. Hyacinthe.....	183	481	109	1,106	624	564	305	200	7	472	436
St. Jean.....	116	412	164	589	412	486	257	4	1	536	514
St. Jerome.....	40	285	20	512	795	498	249	36	3	533	372
St. Joseph d'Alma.....	104	337	111	399	488	397	275	.....	11	374	482
Shawinigan Falls.....	66	194	93	1,463	567	220	140	3	45	1,074	1,141
Sherbrooke.....	163	891	191	1,790	1,533	899	437	258	1	1,797	1,949
Sorel.....	312	398	156	650	389	316	95	154	2	484	470
Theford Mines.....	98	219	91	587	307	274	177	.....	33	437	414
Thes Rivers.....	171	400	170	2,773	1,142	739	257	58	186	2,030	2,030
Val d'Or.....	158	241	148	539	526	283	153	.....	113	374	404
Valleyfield.....	50	228	47	1,828	526	276	84	40	17	1,403	1,091
Victoriaville.....	77	389	111	552	476	354	262	19	5	503	472
<b>Ontario.....</b>	<b>13,068</b>	<b>43,324</b>	<b>15,544</b>	<b>53,571</b>	<b>56,057</b>	<b>41,427</b>	<b>24,120</b>	<b>4,791</b>	<b>1,689</b>	<b>47,342</b>	<b>43,963</b>
Amprior.....	6	67	27	155	185	94	42	2	26	285	31
Barrie.....	290	504	145	273	584	470	335	11	15	398	286
Belleville.....	71	210	84	390	401	252	133	22	30	351	301
Bracebridge.....	103	397	38	106	148	125	106	.....	4	103	133
Brampton.....	34	118	28	174	178	119	95	2	26	169	144
Brantford.....	70	776	110	1,307	1,376	785	568	53	11	1,501	1,335
Brockville.....	23	152	32	1,307	1,376	785	568	53	11	1,501	1,335
Carleton Place.....	3	10	1	170	291	181	139	17	15	139	105
Chatham.....	128	944	766	170	67	29	184	42	1	142	120
Cobourg.....	14	255	22	175	522	374	179	57	30	614	425



TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST 1952; LIVE APPLICATIONS AT OCTOBER 2, 1952

	(1) Vacancies (Source U.I.C. 751)				Applicants (Source: U.I.C. 751)				(2) Live Applications at October 2, 1952	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placement		Unplaced End of Period
								Regular	Casual	
<b>Ontario—Continued—</b>										
Collingwood.....	56	157	30	4	399	236	204	128	13	255
Cornwall.....	31	563	56	1	1,112	1,053	728	428	83	992
Fort Erie.....	56	27	27	1	191	121	128	13	13	230
Fort Frances.....	23	134	83	6	79	91	72	40	17	70
Fort William.....	207	710	101	11	609	1,006	841	502	12	525
Galt.....	109	448	174	.....	619	421	347	258	12	332
Gananoque.....	7	55	4	.....	44	107	86	26	26	78
Goderich.....	91	177	141	10	50	134	111	67	3	52
Guelph.....	109	259	105	2	522	395	282	179	6	54
Hamilton.....	618	2,595	852	.....	4,006	4,177	2,821	1,419	463	4,020
Hawkesbury.....	21	43	34	.....	292	216	74	13	2	401
Ingersoll.....	20	601	27	.....	182	529	547	475	41	115
Kanuskasing.....	37	90	24	3	144	235	105	72	.....	137
Kenora.....	39	68	72	.....	127	93	43	25	.....	124
Kingston.....	263	691	289	1	448	876	763	453	52	578
Kirkland Lake.....	102	182	64	.....	258	330	262	109	13	272
Kirkcubbin—Waterloo.....	166	632	245	.....	678	640	722	483	31	402
Leamington.....	131	205	34	.....	355	318	231	149	38	158
Lindsay.....	41	100	60	.....	244	145	61	32	13	159
Listowel.....	35	21	33	.....	124	109	80	11	2	120
London.....	792	2,077	1,001	.....	1,684	2,568	2,102	1,079	317	1,487
Midland.....	66	182	101	.....	114	189	166	118	7	1,200
Napanee.....	187	93	17	.....	160	167	144	75	.....	200
New Toronto.....	98	1,027	231	65	716	1,024	829	516	32	738
Niagara Falls.....	92	897	289	2	717	956	687	409	54	658
North Bay.....	111	635	133	.....	344	705	578	308	164	522
Orrilla.....	46	203	31	.....	270	325	295	108	28	315
Oshawa.....	111	2,325	684	132	1,356	2,023	1,683	1,024	115	230
Ottawa.....	1,040	2,321	1,128	.....	2,037	2,998	2,508	1,020	520	1,322
Owen Sound.....	46	236	71	1	426	643	389	136	35	1,807
Perry Sound.....	2	63	9	.....	52	78	62	49	.....	383
Pembroke.....	215	665	355	19	275	570	529	286	40	53
Perth.....	48	85	50	4	137	183	174	62	1	286
Peterborough.....	51	244	42	1	808	705	342	198	1	413
Pictou.....	20	92	24	.....	33	77	89	43	8	116
Port Arthur.....	1,871	1,331	189	34	827	1,589	1,174	1,101	14	783
Port Colborne.....	42	103	21	.....	369	190	97	69	10	239
Prescott.....	45	218	58	27	339	339	163	137	1	259
Renfrew.....	15	94	12	.....	116	121	99	82	1	95
St. Catharines.....	108	888	225	.....	1,250	1,072	824	560	53	1,033

St. Thomas.....	59	255	85	1	373	227	270	107	25	4	293	254
Sarnia.....	41	296	58	.....	794	563	401	213	791	1	731	529
Sault Ste. Marie.....	175	507	130	2	666	559	539	539	363	50	507	454
Simcoe.....	54	1,283	137	1	336	1,318	1,228	1,114	176	2	176	184
Stouffville.....	18	90	22	.....	109	130	107	55	19	14	113	73
Smiths-Falls.....	23	73	34	.....	115	166	96	34	164	17	164	98
Stratford.....	59	286	54	.....	287	423	388	131	103	39	293	288
Sturgeon Falls.....	7	144	11	.....	367	282	155	123	15	.....	418	569
Sudbury.....	488	1,192	596	1	771	980	733	461	173	42	663	739
Timmins.....	71	459	151	.....	666	559	510	269	44	7	515	591
Toronto.....	3,583	11,063	5,026	5	16,274	14,195	9,266	5,294	1,150	286	13,838	11,899
Trenton.....	52	285	99	1	289	434	336	198	3	24	289	188
Walkerton.....	31	93	18	.....	246	166	117	73	13	13	225	145
Wallaceburg.....	11	189	20	.....	329	349	228	72	98	.....	296	155
Welland.....	100	557	76	3	1,107	814	637	472	34	1	677	476
Weston.....	315	403	296	.....	361	275	259	219	.....	.....	237	327
Windsor.....	235	1,281	270	17	3,149	2,500	1,591	623	341	5	2,987	3,145
Woodstock.....	106	202	63	.....	374	336	192	113	12	1	375	35
<b>Manitoba</b> .....	<b>2,572</b>	<b>8,064</b>	<b>3,952</b>	<b>208</b>	<b>9,925</b>	<b>9,035</b>	<b>6,815</b>	<b>3,578</b>	<b>1,360</b>	<b>239</b>	<b>7,455</b>	<b>6,341</b>
Brandon.....	326	983	512	105	380	672	541	107	37	.....	311	351
Dauphin.....	66	321	208	3	183	183	137	102	8	.....	116	143
Elm Mtn.....	91	231	161	34	197	109	112	77	30	2	106	117
Portage la Prairie.....	118	471	165	56	277	398	328	225	29	1	201	159
The Pas.....	89	114	80	9	53	74	55	52	.....	.....	41	48
Winnipeg.....	2,162	5,944	2,766	1	8,934	7,539	5,611	2,715	1,265	236	6,677	5,513
<b>Saskatchewan</b> .....	<b>2,978</b>	<b>7,680</b>	<b>3,327</b>	<b>943</b>	<b>3,283</b>	<b>6,635</b>	<b>6,056</b>	<b>3,518</b>	<b>1,217</b>	<b>305</b>	<b>2,437</b>	<b>2,049</b>
Estevan.....	47	180	29	64	78	122	126	88	6	2	56	40
Moose Jaw.....	304	1,026	480	99	400	859	739	571	19	4	257	227
North Battleford.....	118	366	155	83	122	208	347	145	70	.....	149	122
Prince Albert.....	495	1,497	145	50	616	519	508	249	97	2	434	267
Regina.....	2,723	615	615	94	789	2,572	2,512	1,882	883	234	487	384
Saskatoon.....	430	1,839	533	317	893	1,647	1,160	803	138	51	764	707
Swift Current.....	125	306	182	65	83	154	233	128	8	8	68	73
Teachers' Office (Prov. of Saskatchewan).....	10,87	46	983	.....	54	15	31	28	1	.....	11	7
Weyburn.....	86	318	77	103	59	234	174	152	47	.....	63	7
Yorkton.....	128	379	128	68	189	242	226	172	3	4	138	175
<b>Alberta</b> .....	<b>3,166</b>	<b>11,818</b>	<b>4,298</b>	<b>287</b>	<b>7,565</b>	<b>11,815</b>	<b>10,908</b>	<b>6,044</b>	<b>1,748</b>	<b>429</b>	<b>5,707</b>	<b>4,882</b>
Blainmore.....	70	55	74	1	170	66	36	36	.....	.....	138	147
Calgary.....	1,038	4,205	1,407	15	2,549	4,297	4,106	2,117	733	66	2,316	1,934
Drumheller.....	102	206	89	175	175	125	153	109	.....	4	139	117
Edmonton.....	1,133	5,520	1,827	19	3,804	5,792	5,246	2,816	969	335	2,485	1,979
Edson.....	119	215	90	30	118	244	203	164	.....	.....	88	121
Lethbridge.....	284	880	379	5	403	821	691	514	42	24	331	292
Medicine Hat.....	88	364	144	16	132	327	298	171	4	.....	115	154
Red Deer.....	222	319	216	68	147	137	175	87	.....	.....	115	80
Yellowknife.....	110	54	72	41	147	137	175	87	.....	.....	87	8

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST 1952; LIVE APPLICATIONS AT OCTOBER 2, 1952

	(1) Vacancies (Source U.I.C. 751)					Applicants (Source: U.I.C. 751)				(Source: U.I.C. 757)	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfer in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placement		Unplaced End of October 2, 1952	(2) Live Applications at October 2, 1952
								Regular	Casual		
<b>British Columbia</b>	<b>2,758</b>	<b>16,076</b>	<b>3,320</b>	<b>186</b>	<b>33,689</b>	<b>27,846</b>	<b>16,052</b>	<b>9,339</b>	<b>2,952</b>	<b>30,247</b>	<b>23,557</b>
Chilivack.....	68	321	83	.....	745	815	362	229	54	975	692
Courtenay.....	124	330	255	4	1,150	598	321	177	5	1,093	219
Cranbrook.....	31	81	27	.....	140	104	93	70	3	73	76
Duncan.....	38	103	27	4	29	111	99	98	.....	33	19
Duncan.....	15	252	50	.....	836	857	230	153	5	1,072	452
Kamloops.....	126	409	115	.....	235	482	381	295	2	229	188
Kelowna.....	93	695	228	1	1,080	629	594	378	118	891	90
Nanaimo.....	27	286	47	.....	1,763	833	255	221	.....	1,941	848
Nelson.....	55	261	63	1	257	330	275	174	12	197	182
New Westminster.....	46	2,649	90	1	4,747	4,626	2,638	567	2,001	3,844	3,448
Penticton.....	10	606	29	3	241	643	600	547	27	184	114
Port Albernie.....	36	262	24	.....	737	460	260	218	.....	540	247
Prince George.....	263	1,436	205	20	241	1,402	1,391	1,310	4	183	241
Prince Rupert.....	75	611	73	.....	371	770	746	557	.....	237	413
Princeton.....	9	107	9	1	24	111	128	100	2	23	33
Trail.....	93	498	80	4	341	565	518	419	3	296	244
Vancouver.....	1,179	5,370	1,814	93	17,869	12,290	5,640	2,793	630	15,725	13,870
Vernon.....	76	691	267	8	198	500	477	385	3	1,157	125
Victoria.....	271	830	313	.....	2,623	1,554	902	539	69	2,519	1,951
Whitehorse.....	123	278	121	46	62	166	142	109	.....	35	105
<b>Canada</b>	<b>40,987</b>	<b>126,794</b>	<b>47,967</b>	<b>3,684</b>	<b>179,826</b>	<b>166,469</b>	<b>119,344</b>	<b>69,411</b>	<b>15,933</b>	<b>159,629</b>	<b>(3) 142,839</b>
Males.....	23,581	85,626	26,871	3,627	120,775	118,837	80,502	50,824	8,799	107,705	93,609
Females.....	17,406	41,168	21,096	57	59,051	47,632	38,842	18,587	7,134	51,924	49,140

(1) Includes current and deferred vacancies.

(2) Latest figures subject to revision.

(3) Sept lies is not shown in the list of local offices but the figure for "Live Applications" is included in the totals.



**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1942—1952 ,

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,851	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	491,164	1,955,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (35 weeks).....	1,115,410	426,149	1,541,559	440,017	196,070	636,087

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID,  
AND AMOUNT PAID**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of August, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	481	522	24,364	75,793
Prince Edward Island.....	247	95	7,232	18,655
Nova Scotia.....	3,156	2,054	85,760	256,900
New Brunswick.....	3,208	1,596	85,630	256,856
Quebec.....	26,315	13,624	671,572	1,855,165
Ontario.....	25,586	14,591	738,049	2,102,203
Manitoba.....	3,484	1,535	84,297	230,922
Saskatchewan.....	872	356	23,267	64,285
Alberta.....	2,625	914	53,382	164,503
British Columbia.....	16,766	11,355	376,620	1,213,518
Total Canada, August, 1952.....	82,740	46,642	2,150,173	6,238,800
Total, Canada, July, 1952.....	85,682	40,271	2,311,062	6,294,669
Total, Canada, August, 1951.....	60,094	37,876	1,487,111	3,674,569

\*Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS; CONTINUOUSLY ON THE REGISTER, AS OF AUGUST 30, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,593	363	94	196	368	285	237
Male.....	1,434	322	87	180	344	261	240
Female.....	159	41	7	16	24	24	47
Prince Edward Island.....	338	59	31	32	69	52	95
Male.....	219	42	24	24	33	36	60
Female.....	119	17	7	8	36	16	35
Nova Scotia.....	5,873	1,501	596	910	1,229	588	1,049
Male.....	4,935	1,321	500	775	1,061	472	806
Female.....	938	180	96	135	168	116	243
New Brunswick.....	5,218	1,159	440	716	1,056	725	1,122
Male.....	4,120	912	383	600	868	574	793
Female.....	1,098	247	57	116	188	151	339
Quebec.....	39,556	8,922	3,769	5,572	6,919	4,528	9,846
Male.....	25,262	6,204	2,590	3,755	4,303	2,822	5,588
Female.....	14,294	2,718	1,179	1,817	2,616	1,706	4,258
Ontario.....	41,343	9,912	6,766	4,446	6,068	3,838	10,313
Male.....	27,244	6,948	5,454	2,737	3,526	2,127	6,452
Female.....	14,099	2,964	1,312	1,709	2,542	1,711	3,861
Manitoba.....	4,273	968	289	535	658	461	1,362
Male.....	2,332	533	149	246	350	252	802
Female.....	1,941	435	140	289	308	209	560
Saskatchewan.....	1,164	190	105	123	220	126	400
Male.....	601	88	52	56	93	58	254
Female.....	563	102	53	67	127	68	146
Alberta.....	4,796	2,852	213	271	387	251	822
Male.....	4,038	2,655	153	176	236	180	638
Female.....	758	197	60	95	151	71	184
British Columbia.....	21,157	4,272	2,373	4,085	3,983	2,623	3,821
Male.....	17,530	3,633	2,068	3,569	3,180	2,119	2,961
Female.....	3,627	639	305	516	803	504	860
TOTAL.....	125,311	30,198	14,676	16,886	20,957	13,477	29,117
MALE.....	87,715	22,658	11,460	12,118	13,994	8,901	18,584
FEMALE.....	37,596	7,540	3,216	4,768	6,963	4,576	10,533

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, AUGUST, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	685	552	133	781	461	320	246
Prince Edward Island.....	157	110	47	172	109	63	29
Nova Scotia.....	3,175	1,792	1,383	3,014	2,334	680	814
New Brunswick.....	2,197	1,218	979	2,207	1,712	495	541
Quebec.....	17,736	10,549	7,187	19,205	14,420	4,785	4,970
Ontario.....	20,542	11,215	9,327	23,677	16,387	7,290	4,053
Manitoba.....	1,867	1,177	690	1,952	1,461	491	289
Saskatchewan.....	474	354	120	497	344	153	98
Alberta.....	1,183	812	371	1,357	981	376	196
British Columbia.....	13,022	7,377	5,645	15,294	12,328	2,956	2,378
Total Canada, August, 1952.....	61,038 <sup>1</sup>	35,146	25,882	68,146 <sup>2</sup>	50,537	17,609	13,614
Total Canada, July, 1952.....	75,340	43,266	32,074	74,432	49,698	24,368	19,814
Total Canada, August, 1951.....	57,926	34,851	23,075	56,012	45,071	12,941	14,533

<sup>1</sup>In addition, revised claims received numbered 14,697. <sup>2</sup>In addition, 14,697 revised claims were disposed of. Of these, 797 were special requests not granted, and 844 were appeals by claimants. There were 2,594 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of August, 1952	Month of July, 1952	Month of August, 1951
Claims Disallowed.....	5,447	6,032	4,440
Claimants Disqualified*			
Not unemployed.....			
Disqualification—total.....	5,933	7,734	5,418
6 days or less.....	1,743	1,589	
7 days or less.....	4,190	6,135	
Not capable of and not available for work.....	1,421	1,466	1,043
Loss of work due to a labour dispute.....	1,508	3,304	94
Refused offer of work and neglected opportunity to work.....	1,105	1,124	1,041
Discharged for misconduct.....	582	583	511
Voluntarily left employment without just cause.....	4,265	4,322	3,393
Failure to fulfill additional conditions imposed upon certain married women..	907	867	802
Other reasons†.....	1,015	1,266	806
Total.....	22,183	26,698	17,548

\*Includes 4,574 revised claims, disqualified.

†These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of	Total	Employed	Claimants*
1951—July.....	3,051,000	2,964,500	86,500
August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100†
February.....	3,195,000	2,876,500	318,500†
March.....	3,191,000	2,874,600	316,400†
April.....	3,195,000	2,874,700	320,300†
May.....	3,086,000	2,867,900	218,100
June.....	3,089,000	2,945,500	143,500
July.....	3,108,000	2,985,300	122,700

\*Ordinary claimants on the live unemployment register on the last working day of the preceding month.

†Includes supplementary benefit claimants.



TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO SEPTEMBER 30, 1952

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Balance in Fund
	Employer and Employee	Government				Ordinary	Supplementary	
			\$	\$	\$			\$
1942.....	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	.....	43,964,246 68
1943.....	57,434,651 43	11,487,057 90	.....	1,840,448 56	70,762,796 00	716,012 75	.....	114,011,029 93
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	268,034,459 86
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	379,240,690 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,753,294 48	43,114,299 18	.....	437,734,939 21
1948.....	83,870,834 47	16,366,400 70	5,322 00	9,560,776 12	109,803,333 89	34,947,020 32	.....	529,535,437 38
1949.....	98,581,559 98	20,994,013 71	8,359 08	12,113,317 56	131,627,950 33	49,826,752 16	.....	644,560,376 76
1950.....	104,432,415 94	20,094,322 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	.....	809,397,646 24
1951.....	128,744,248 84	27,536,183 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	901,012,541 29
1952.....	153,887,838 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	778,199,351 43
April.....	12,671,440 30	4,125,852 44	3,119 00	1,700,036 07	18,500,447 81	13,689,136 68	768,835 65	782,231,826 91
May.....	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,357,140 82	14,080 30	789,011,121 39
June.....	12,738,270 63	2,547,973 84	3,440 82	1,743,039 12	17,032,724 51	6,720,629 89	1,231 85	799,321,984 16
July.....	12,102,340 86	2,420,736 67	3,824 03	1,836,569 53	16,363,471 09	839,30cr.	.....	809,397,646 24
August.....	*12,637,422 39	2,527,356 65	2,826 18	1,866,614 05	17,034,219 27	6,232,755 55	385,50cr.	820,199,495 46
SUB-TOTAL.....	62,940,878 41	14,178,817 17	17,713 03	8,923,969 67	86,061,378 28	43,278,311 25	782,923 00	820,199,495 46
TOTAL.....	990,359,317 62	201,497,058 30	127,253 52	105,591,117 36	1,297,574,746 80	464,239,484 39	13,135,766 95	820,199,495 46
Sept.....	112,688,942 12	2,536,678 64	2,281 80	1,839,166 36	17,067,068 92	5,703,681 21	114,70cr.	831,562,997 87
SUB-TOTAL.....	75,629,820 53	16,715,495 81	19,994 83	10,763,136 03	103,128,447 20	48,981,992 46	782,808 30	831,562,997 87
TOTAL.....	1,003,048,259 74	*204,033,736 94	129,535 32	107,430,283 72	1,314,641,815 72	469,943,165 60	13,135,652 25	831,562,997 87
*Stamps \$5,965,633.38	Meter \$1,678,010.57	Bulk \$4,885,868.27	Arm Serv. \$79,096.37	Sp. Force \$9,608.00	Reg. Force \$19,205.80	Total \$12,637,422.39		
†Stamps \$6,075,920.64	Meter \$1,494,427.11	Bulk \$5,028,131.47	Arm Serv. \$62,306.10	Sp. Force \$17,463.20	Reg. Force \$11,293.60	Total \$12,688,942.12		
‡ Government refunds re Supplementary Benefit classes 3 & 4; July 3, 1950 to date \$1,828,863.85								

\*Stamps \$5,965,633.38 Meter \$1,678,010.57 Bulk \$4,885,868.27 Arm Serv. \$79,086.37 Sp. Force \$9,608.00 Reg. Force \$19,205.80 Total \$12,637,422.39

†Stamps \$6,075,320.64 Meter \$1,494,427.11 Bulk \$5,028,131.47 Arm. Serv. \$62,306.10 Sp. Force \$17,463.20 Reg. Force \$11,293.60 Total \$12,688,942.12

‡ Government, refunds, re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,828,863.85

# F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX  
FROM JANUARY 1949 TO OCTOBER 1952**

(1949 = 100.0)

Calculated by Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January .....	99.8	100.8	99.2	99.7	99.9	98.9
February .....	99.7	99.7	99.3	99.7	100.2	99.4
March .....	99.4	98.7	99.2	100.0	100.1	99.5
April .....	99.3	98.1	99.6	100.2	100.1	99.5
May .....	99.2	97.9	99.7	100.3	99.8	99.8
June .....	99.6	99.2	99.7	100.3	99.7	99.8
July .....	100.0	100.2	100.3	100.3	99.7	99.8
August .....	100.4	101.3	100.2	100.1	99.6	99.9
September .....	100.4	101.2	100.5	100.2	99.6	99.9
October .....	100.6	100.8	100.5	99.8	100.6	100.9
November .....	101.0	101.9	100.5	99.7	100.5	101.0
December .....	100.5	100.3	101.0	99.7	100.4	101.1
Year .....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January .....	100.1	98.1	101.1	99.6	100.6	102.0
February .....	100.2	98.4	101.1	99.5	100.6	102.2
March .....	100.9	98.8	104.7	98.9	100.8	102.2
April .....	101.2	99.3	104.9	99.2	101.2	102.2
May .....	101.2	99.3	105.1	99.1	101.1	102.2
June .....	101.9	100.9	105.9	99.1	101.5	102.3
July .....	102.7	102.6	107.4	99.1	101.6	102.4
August .....	103.3	103.8	107.8	99.3	102.6	102.5
September .....	104.3	105.4	108.7	99.9	103.4	103.0
October .....	105.9	107.6	109.0	100.6	104.6	105.2
November .....	105.4	108.4	109.5	101.0	105.1	105.4
December .....	106.6	108.4	109.6	101.3	105.5	105.7
Year .....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January .....	107.7	109.0	110.0	102.6	107.1	107.4
February .....	109.1	111.0	110.4	105.1	108.6	108.0
March .....	110.8	114.1	111.5	106.7	110.5	108.3
April .....	111.7	115.5	111.8	108.5	111.4	108.6
May .....	112.2	114.3	112.4	109.0	112.7	110.4
June .....	113.7	115.8	115.2	109.5	113.8	111.8
July .....	114.6	117.9	115.5	109.7	114.3	112.2
August .....	115.5	119.0	115.8	110.7	115.1	113.4
September .....	116.5	120.5	117.2	111.9	115.5	113.6
October .....	117.1	121.3	117.2	114.1	115.8	114.1
November .....	117.9	122.5	118.2	114.5	115.9	114.8
December .....	118.1	122.5	118.2	115.2	116.4	115.0
Year .....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January .....	118.2	122.4	118.3	114.9	116.4	115.5
February .....	117.6	120.8	118.3	113.5	116.3	115.8
March .....	116.9	117.6	119.1	112.9	116.9	116.4
April .....	116.8	117.2	119.4	112.5	116.8	116.6
May .....	115.9	115.5	119.6	112.3	116.2	115.6
June .....	116.0	115.7	120.4	111.8	115.9	115.7
July .....	116.1	116.0	120.6	111.7	115.9	115.6
August .....	116.0	115.7	120.6	111.6	115.8	115.8
September .....	116.1	115.8	121.2	110.9	116.0	115.8
October .....	116.0	115.1	121.5	109.9	116.2	116.4



**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1952**

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Sept. 1, 1951	Aug. 1, 1952	Sept. 2, 1952						
St. John's, Nfld. (1).....	102.7	105.3	103.6	104.5	106.6	107.6	103.0	101.7	100.3
Halifax.....	177.5	179.0	176.7	229.0	127.7	152.5	223.5	186.4	138.5
St. John.....	184.2	186.1	183.9	231.0	127.8	146.9	230.4	185.7	151.5
Montreal.....	196.0	191.7	191.7	250.4	151.3	141.3	195.4	202.0	141.6
Toronto.....	185.4	184.2	183.3	222.8	157.3	175.8	207.1	188.8	147.6
Winnipeg.....	182.2	180.0	179.0	233.3	134.8	133.3	206.8	197.1	141.0
Saskatoon.....	186.2	183.9	182.7	236.4	132.3	158.6	218.3	203.6	134.3
Edmonton.....	181.5	179.1	177.7	237.8	125.3	121.8	216.9	189.5	140.3
Vancouver.....	190.2	189.5	189.0	239.6	135.6	176.9	219.6	194.4	153.0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base, June 1951 = 100.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month.

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Sept. 1949	Sept. 1950	Sept. 1951	Aug. 1952	Sept. 1952	Price Sept. 1952
Beef, sirloin steak.....	lb.	120.7	154.8	258.1	331.4	385.2	344.8	340.1	94.1
Beef, round steak.....	lb.	125.7	167.9	287.3	368.3	428.0	385.1	379.6	89.1
Beef, blade.....	lb.	132.7	162.3	306.9	394.8	486.4	399.7	396.6	63.2
Beef, stewing, boneless.....	lb.	136.7	168.3	342.7	444.6	562.0	473.2	463.6	62.7
Lamb, leg roast.....	lb.	109.9	152.8	248.6	300.8	347.4	344.2	320.0	91.6
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	249.4	255.6	310.1	233.7	234.8	62.9
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	278.8	301.2	346.4	269.1	267.5	50.3
Bacon, side, fancy, sliced, rind-off.....	½ lb.	132.3	142.5	236.1	223.5	233.4	176.1	174.0	31.9
Lard, pure.....	lb.	151.3	159.6	205.3	241.4	263.0	145.3	144.4	15.7
Shortening, vegetable.....	lb.	134.7	137.5	221.5	229.9	259.0	209.9	207.7	29.6
Eggs, grade "A", large, carton.....	doz.	156.4	181.3	237.4	206.9	269.4	222.7	224.0	70.0
Milk.....	qt.	111.0	95.4	164.2	166.1	178.9	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	230.8	215.0	253.6	230.4	231.2	63.1
Cheese, plain, mild, ½ lb.....	pkg.	174.6	165.4	226.7	225.2	254.3	262.5	261.8	34.7
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	176.1	188.6	191.8	191.8	12.5
Flour, all-purpose.....	lb.	127.3	124.2	221.2	221.2	227.2	224.3	224.3	7.6
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	165.2	184.6	195.4	195.4	18.0
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	190.6	171.6	246.5	300.5	296.7	31.3
Peas, 20 oz.....	tin	117.5	121.7	146.7	144.9	161.8	171.2	171.2	21.5
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	186.7	169.4	177.5	193.8	193.8	20.9
Onions, cooking.....	lb.	108.2	126.5	163.3	161.3	156.8	240.2	217.0	11.2
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	162.3	148.6	156.5	345.0	291.9	66.5
Prunes, pkg.....	lb.	115.8	120.2	189.5	209.5	252.9	236.4	235.5	27.7
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	127.8	133.2	173.9	171.9	171.9	25.6
Oranges, California.....	doz.	132.5	154.3	130.0	142.2	140.2	132.5	130.3	35.7
Jam, strawberry, 16 oz.....	jar	111.3	115.1	146.7	157.9	166.6	161.3	159.5	26.8
Peaches, 15 oz.....	tin	101.5	106.1	142.6	141.6	155.3	154.7	153.4	22.7
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	188.6	205.8	180.6	179.0	11.2
Coffee, medium quality, in bag.....	lb.	141.6	131.7	189.6	289.7	315.3	308.3	308.6	105.6
Tea, black, ½ lb.....	pkg.	145.2	131.6	176.9	181.7	185.8	187.2	187.2	54.6

\* Descriptions and Units of Sale Apply to September 1952 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef				Pork				
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (bl.- de removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per 4 lb. pkg.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>			a	a				e	
1—St. John's.....	117·6	.....	73·0	57·0	77·0	77·4	72·4	34·6	.....
<b>P.E.I.—</b>			a	a					
2—Charlottetown.....	96·2	86·2	68·2	60·4	54·7	63·2	53·8	27·5	46·0
<b>Nova Scotia—</b>			a				c		
3—Halifax.....	97·0	89·2	64·5	65·9	63·0	62·3	50·5	33·7	55·3
4—Sydney.....	96·3	89·6	68·4	66·1	67·1	64·1	54·2	32·4	52·5
<b>New Brunswick—</b>									
5—Moncton.....	95·1	89·6	64·0	59·4	58·5	64·6	51·8	32·2	52·6
6—Saint John.....	98·5	90·9	65·6	66·1	62·0	65·9	50·5	34·2	51·1
<b>Quebec—</b>									
7—Chicoutimi.....	117·0	111·7	71·4	61·0	66·3	59·0	54·8	34·8	53·8
8—Hull.....	87·0	85·0	62·0	60·2	51·4	58·7	46·6	27·0	51·6
9—Montreal.....	106·8	103·1	62·6	62·9	60·4	61·3	47·9	28·2	55·2
10—Quebec.....	101·1	99·5	51·0	52·1	52·8	46·7	38·7	29·0	50·3
11—Sherbrooke.....	99·2	99·7	63·8	61·7	50·4	58·7	49·3	30·1	50·7
12—Sorel.....	102·6	100·0	65·8	57·8	58·0	57·9	47·0	32·0	57·0
13—Three Rivers.....	105·4	95·0	57·7	54·7	51·6	55·0	46·1	29·6	56·7
<b>Ontario—</b>									
14—Brantford.....	90·2	86·7	63·7	61·4	56·8	62·9	47·7	29·8	52·0
15—Cornwall.....	90·8	87·1	58·0	64·0	50·0	57·9	48·5	29·7	51·8
16—Fort William.....	88·6	87·6	67·0	67·8	64·4	64·2	.....	34·0	63·0
17—Hamilton.....	95·7	90·9	64·2	64·6	55·3	65·9	47·0	31·5	50·8
18—Kirkland Lake.....	90·8	86·2	64·0	63·0	59·5	64·0	57·0	32·0	58·0
19—London.....	93·8	91·1	58·2	62·0	54·9	63·1	45·2	30·7	54·4
20—North Bay.....	87·3	87·3	61·2	59·6	55·8	61·5	.....	31·6	51·7
21—Oshawa.....	90·2	89·0	60·2	60·0	51·8	62·8	44·6	30·6	50·7
22—Ottawa.....	89·9	87·8	61·2	58·2	50·8	62·8	47·0	28·8	50·4
23—Sault Ste. Marie.....	91·0	90·4	62·6	67·9	58·2	66·2	51·8	31·3	55·9
24—Sudbury.....	85·4	84·4	59·9	60·8	52·7	59·8	56·6	29·0	53·3
25—Toronto.....	94·6	89·4	64·1	61·7	53·5	64·2	43·9	30·8	49·3
26—Windsor.....	88·5	85·4	58·6	65·2	55·1	64·5	47·5	31·2	55·9
<b>Manitoba—</b>							d		
27—Winnipeg.....	91·2	83·9	63·8	62·2	57·2	63·0	56·6	33·3	53·9
<b>Saskatchewan—</b>									
28—Regina.....	87·5	81·8	62·7	66·8	55·8	63·4	52·4	35·5	54·1
29—Saskatoon.....	83·2	79·9	58·4	60·6	51·3	57·9	51·8	33·7	53·6
<b>Alberta</b>							d		
30—Calgary.....	92·2	85·3	74·0	66·1	49·2	60·5	55·3	35·7	55·1
31—Edmonton.....	84·2	79·8	57·8	63·9	54·3	58·8	49·0	36·2	51·8
<b>British Columbia—</b>							d		
32—Prince Rupert.....	102·0	97·5	.....	67·5	.....	67·0	59·0	41·2	67·0
33—Trail.....	98·8	94·0	74·5	74·4	.....	70·6	62·7	39·0	65·5
34—Vancouver.....	102·5	90·9	71·1	69·4	60·8	73·6	57·1	37·5	58·3
35—Victoria.....	105·2	93·7	71·0	69·4	65·5	71·7	54·9	38·4	56·6

# FOODS AND COAL BY CITIES, SEPTEMBER, 1952

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first, grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>									
1—St. John's.....		8-6	12-0	20-7	12-0	3-6	f 89-0	h 32-0	75-6
<b>P.E.I.—</b>									
2—Charlottetown .....	88-8	8-2	13-6	19-0	11-3	55-3	g 65-7	17-0	65-4
<b>Nova Scotia—</b>									
3—Halifax.....	92-1	8-1	12-8	18-3	10-0	52-6	75-7	20-5	66-3
4—Sydney.....	90-9	8-5	14-0	19-5	11-3	53-0	g 78-3	22-0	67-1
<b>New Brunswick—</b>									
5—Moncton.....	80-0	8-0	12-0	18-4	10-9	51-8	g 75-3	20-0	64-8
6—Saint John .....	86-7	8-1	12-7	18-7	10-6	51-3	78-0	21-0	67-2
<b>Quebec—</b>									
7—Chicoutimi .....	112-5	8-3	15-2	18-8	11-8	58-7	67-2	20-0	60-2
8—Hull.....		7-3	12-0	17-4	10-9	48-4	70-1	22-0	59-6
9—Montreal.....	92-3	7-5	12-0	17-5	10-1	50-1	73-2	20-0	59-7
10—Quebec.....	88-1	7-2	12-0	17-9	10-3	52-9	73-9	20-0	61-1
11—Sherbrooke.....	93-3	8-0	12-4	18-4	10-3	52-6	g 74-2	20-0	59-6
12—Sorel.....		7-4	12-0	17-7	10-4	48-6	g 68-0	19-0	60-3
13—Three Rivers.....		7-4	11-3	17-4	10-9	51-6	71-8	19-0	60-4
<b>Ontario—</b>									
14—Brantford.....		7-8	12-0	17-6	10-6	47-6	70-8	21-0	61-5
15—Cornwall.....		7-3	12-0	17-8	10-5	50-0	70-0	17-0	60-9
16—Fort William.....	88-0	7-0	13-3	18-9	11-8	54-4	g 62-9	23-0	61-2
17—Hamilton.....	97-8	7-9	12-0	17-4	10-5	47-7	71-3	22-0	63-0
18—Kirkland Lake.....	91-0	7-8	11-3	18-4	11-2	52-0	76-0	25-0	63-5
19—London.....	97-0	7-7	12-0	17-5	10-8	48-0	g 66-2	21-0	63-0
20—North Bay.....	95-0	7-8	12-7	19-5	11-9	50-7	76-0	22-0	64-6
21—Oshawa.....		7-9	12-0	17-3	10-6	47-2	71-8	21-0	61-7
22—Ottawa.....	97-2	7-6	12-0	17-5	10-5	49-2	73-9	21-8	61-6
23—Sault Ste. Marie.....	89-0	7-8	13-3	19-0	11-2	50-5	74-1	23-0	63-5
24—Sudbury.....		7-9	12-7	18-2	11-4	48-3	72-1	23-0	62-3
25—Toronto.....	95-4	7-6	12-0	17-4	10-2	47-5	g 70-8	22-0	62-6
26—Windsor.....	89-9	8-1	12-0	17-9	11-1	50-4	g 69-5	22-0	63-4
<b>Manitoba—</b>									
27—Winnipeg.....	87-8	7-1	14-0	17-8	13-1	t 66-1	61-5	20-0	61-7
<b>Saskatchewan—</b>									
28—Regina.....	91-6	7-2	12-8	18-8	13-1	t 66-8	57-0	19-0	59-9
29—Saskatoon.....	89-7	7-0	12-0	17-6	14-2	t 63-5	58-2	20-0	61-2
<b>Alberta—</b>									
30—Calgary.....	87-6	7-2	12-8	18-1	12-6	t 62-6	g 68-5	21-0	62-4
31—Edmonton.....	78-0	7-2	12-0	17-7	12-5	t 63-2	62-4	20-0	63-9
<b>British Columbia—</b>									
32—Prince Rupert.....	100-0	8-0	15-0	18-8	11-7	t 67-8	g 71-4	31-0	65-7
33—Trail.....	99-2	7-5	16-0	18-5	12-9	t 67-1	75-7	25-0	64-0
34—Vancouver.....	89-4	7-2	14-9	17-7	10-6	t 60-3	g 65-1	21-8	64-8
35—Victoria.....	97-3	7-4	14-9	17-9	11-0	t 62-6	69-4	24-0	64-9



**TABLE F-4.—RETAIL PRICES OF STAPLE**  
SOURCE: Dominion

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves per 15 oz. tin	Canned Vegetables			Oranges, California, 288 s, per doz.
								Tomatoes, choice, 2½ s, (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	35.9	34.7	.....	33.9	.....	15.6	49.7	36.8	23.7	24.9	47.1
<b>P.E.I.—</b>											
2—Charlottetown.....	36.8	.....	16.6	31.2	31.6	18.9	22.5	.....	22.4	23.0	42.0
<b>Nova Scotia—</b>											
3—Halifax.....	35.4	38.2	16.8	29.2	27.6	16.3	23.1	34.0	22.7	21.9	37.2
4—Sydney.....	37.1	36.8	15.7	29.6	28.2	17.2	23.4	33.8	22.2	23.1	37.8
<b>New Brunswick—</b>											
5—Moncton.....	35.4	36.8	16.5	29.6	29.4	15.7	22.3	31.0	21.7	20.1	37.2
6—Saint John.....	36.1	37.8	18.2	29.9	29.3	16.8	22.4	32.5	21.9	20.4	38.1
<b>Quebec—</b>											
7—Chicoutimi.....	37.0	.....	18.8	33.2	29.4	18.2	.....	32.2	22.5	20.7	39.9
8—Hull.....	33.3	.....	13.9	30.7	27.6	14.7	.....	30.7	19.3	18.3	30.3
9—Montreal.....	34.8	.....	15.8	30.3	28.2	15.2	21.2	30.4	20.8	20.5	34.5
10—Quebec.....	35.2	.....	16.0	30.3	29.2	15.5	22.0	31.7	21.0	18.9	34.8
11—Sherbrooke.....	35.1	.....	20.9	30.4	28.8	16.9	21.4	30.6	22.5	21.0	38.7
12—Sorel.....	32.8	.....	16.0	30.7	28.5	14.9	21.2	28.7	19.4	18.6	39.0
13—Three Rivers.....	34.4	.....	18.0	28.8	27.8	16.7	.....	28.8	21.3	20.1	35.7
<b>Ontario—</b>											
14—Brantford.....	33.6	37.1	15.3	28.8	28.0	16.0	21.6	30.5	20.3	18.6	35.1
15—Cornwall.....	34.2	37.3	15.4	29.0	29.1	15.4	21.2	29.8	20.0	19.8	32.7
16—Fort William.....	36.0	38.3	14.3	29.4	28.3	16.3	22.3	32.0	20.7	19.5	36.9
17—Hamilton.....	34.2	37.6	15.9	29.3	27.6	15.7	22.1	28.8	20.1	19.9	36.3
18—Kirkland Lake.....	33.8	36.5	17.8	29.5	29.5	18.8	22.9	32.0	23.2	22.0	37.8
19—London.....	34.2	37.5	16.4	29.1	28.5	15.8	21.9	29.6	20.6	20.2	33.0
20—North Bay.....	34.6	37.7	18.5	30.8	30.5	16.0	24.0	35.0	22.4	20.8	36.0
21—Oshawa.....	34.0	38.2	16.8	26.7	27.0	15.1	22.7	30.0	20.2	18.9	33.6
22—Ottawa.....	34.2	37.1	16.1	29.9	26.9	14.9	21.4	30.4	21.6	19.0	31.2
23—Sault Ste. Marie.....	35.2	37.9	17.2	29.9	29.3	16.4	.....	32.7	21.6	19.6	32.4
24—Sudbury.....	33.9	37.6	15.6	28.8	29.2	15.7	21.3	33.5	20.9	19.9	33.9
25—Toronto.....	33.0	37.6	16.3	28.6	26.8	15.1	21.1	29.4	20.1	18.9	33.9
26—Windsor.....	34.3	37.6	16.0	29.6	27.7	15.5	21.8	.....	20.1	19.0	35.1
<b>Manitoba—</b>											
27—Winnipeg.....	34.7	39.2	13.2	28.8	27.2	16.1	23.1	31.7	22.7	20.8	38.4
<b>Saskatchewan—</b>											
28—Regina.....	35.8	39.0	12.9	30.8	29.0	16.9	24.6	34.2	22.0	23.6	37.8
29—Saskatoon.....	34.7	38.9	12.3	29.2	27.3	17.2	23.9	32.0	22.9	23.6	39.6
<b>Alberta—</b>											
30—Calgary.....	33.7	38.8	12.7	30.6	28.2	16.3	25.9	33.0	21.4	23.5	33.6
31—Edmonton.....	34.7	39.3	13.6	30.9	26.4	16.9	25.0	34.2	21.3	23.8	37.8
<b>British Columbia—</b>											
32—Prince Rupert.....	36.3	37.8	16.7	31.2	28.9	17.8	23.8	33.1	m 20.9	m 21.2	40.2
33—Trail.....	36.3	38.4	15.7	35.2	28.0	18.4	25.8	34.1	m 21.3	m 22.9	37.5
34—Vancouver.....	35.1	37.9	14.5	28.5	26.2	15.7	24.7	31.6	m 20.1	m 19.8	34.8
35—Victoria.....	35.8	38.0	16.2	28.6	26.0	15.3	23.7	31.1	m 19.2	m 19.6	29.1

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

**FOODS AND COAL BY CITIES, SEPTEMBER, 1952**  
Bureau of Statistics

	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1, cooking, per lb.	Prunes, medium size, per 1 lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
<b>Newfoundland—</b>									
1—St. John's.....	36.0	78.5	12.3	32.9	26.5	61.6	115.7	.....	23.04
<b>P.E.I.—</b>					n		v		
2—Charlottetown.....	24.1	55.8	11.7	25.7	28.4	51.5	117.2	.....	17.00
<b>Nova Scotia—</b>							v		
3—Halifax.....	21.8	68.3	10.6	25.8	26.0	51.5	112.0	.....	19.00
4—Sydney.....	25.8	74.4	11.1	28.5	26.9	50.8	118.7	.....	13.35
<b>New Brunswick—</b>							v		
5—Moncton.....	22.2	64.4	11.4	27.0	26.6	51.1	110.1	.....	18.50
6—Saint John.....	21.8	65.2	11.5	28.3	28.0	52.8	113.8	.....	19.75
<b>Quebec—</b>					n		v		
7—Chicoutimi.....	19.3	77.4	14.2	28.3	27.7	59.5	117.9	26.72	.....
8—Hull.....	18.9	72.5	11.7	26.7	25.7	54.8	108.9	26.50	.....
9—Montreal.....	17.3	66.6	10.7	29.2	24.7	56.1	107.6	27.25	.....
10—Quebec.....	18.2	67.8	12.6	27.6	26.7	56.6	110.0	26.50	.....
11—Sherbrooke.....	17.7	64.0	12.3	29.6	25.9	57.9	110.0	27.00	.....
12—Sorel.....	17.0	67.1	13.2	26.4	23.9	55.3	109.6	25.42	.....
13—Three Rivers.....	18.1	68.7	12.5	27.3	24.5	56.2	109.4	25.50	.....
<b>Ontario—</b>					n		v		
14—Brantford.....	19.0	79.2	10.2	28.9	24.4	54.7	101.8	25.50	.....
15—Cornwall.....	18.8	66.8	10.6	28.6	23.7	55.6	109.4	28.00	.....
16—Fort William.....	20.4	61.2	11.4	23.8	25.2	54.0	103.8	25.82	.....
17—Hamilton.....	19.1	75.0	11.2	28.6	24.9	55.7	104.3	25.00	.....
18—Kirkland Lake.....	19.8	77.0	12.9	29.3	29.8	56.8	100.2	31.50	.....
19—London.....	19.1	69.8	10.4	27.5	24.0	55.5	104.2	25.00	.....
20—North Bay.....	20.5	86.2	11.5	.....	26.0	55.8	117.8	28.50	.....
21—Oshawa.....	19.3	68.8	10.7	28.8	24.6	55.3	103.6	26.50	.....
22—Ottawa.....	18.9	76.1	12.1	26.4	28.6	55.2	105.0	26.50	.....
23—Sault Ste. Marie.....	19.9	86.4	12.1	29.9	24.3	56.7	103.3	25.50	.....
24—Sudbury.....	19.3	69.3	11.7	26.3	26.0	55.2	104.5	27.25	.....
25—Toronto.....	19.0	68.6	10.3	28.2	24.4	54.3	101.7	24.42	.....
26—Windsor.....	19.0	73.6	9.8	30.0	25.1	55.1	103.2	25.00	.....
<b>Manitoba—</b>									
27—Winnipeg.....	19.7	52.3	10.8	27.2	27.4	52.8	99.8	.....	20.75
<b>Saskatchewan—</b>									
28—Regina.....	22.4	44.5	9.7	24.8	27.8	53.3	102.1	.....	18.10
29—Saskatoon.....	22.3	51.3	13.0	27.5	27.5	51.0	98.0	.....	17.50
<b>Alberta—</b>									
30—Calgary.....	23.6	48.8	11.3	27.3	25.7	53.1	99.1	.....	.....
31—Edmonton.....	23.0	47.1	11.3	28.0	25.6	52.9	104.9	.....	8.30
<b>British Columbia—</b>									
32—Prince Rupert.....	25.2	74.7	9.8	26.1	26.5	54.1	101.5	.....	22.90
33—Trail.....	25.2	49.4	12.7	26.2	26.7	53.9	98.9	.....	19.25
34—Vancouver.....	20.2	58.0	9.0	24.1	24.1	52.2	96.7	.....	20.41
35—Victoria.....	21.8	58.8	8.9	28.5	24.3	52.2	100.9	.....	21.75

carton and loose. (h) Evaporated milk 17-5¢, per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—  
Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Base Period	1935-39	1935-39	Mexico City 1939	630 January, 1952	105 August, 1947	Paris 1949	1938	1935	June, 1914 (e)	Cairo June-Aug. 1938	9 Towns 1938	5 Capital Cities 1936-39 = 1000	25 Towns 1st quarter 1949 = 1,000
Localities													
1922	(a) 120.4	(b) 119.7		(b) 1193	(l) 185				(c) 164		110.1	(d) 1150	
1926	121.5	126.4		(i) 1172	170				162	125	106.6	(j) 1150	
1929	121.7	122.5		(i) 1164	151				161	118	106.6		
1933	94.4	82.4		(i) 1140	178	(q)			131	(m) 103	99.9		748
1939	101.5	99.4	100.0	(i) 1138	198				138		93.2		782
1940	105.6	100.2	100.7	(i) 1134	205	129			131	133	103.4	1051	810
1941	111.7	105.2	104.4	(i) 1189	226	130			151	138	108.2	1111	872
1944	118.9	119.1	119.1	(i) 1201	285	285			174	279	128.8	1270	884
1945	119.5	(n) 128.6	213.5	(i) 1203	295	393			207	293	132.2	1278	891
1946	123.6	(n) 139.5	266.7	(i) 1203	291	645			208	287	134.1	1278	891
1947	135.5	(n) 159.6	300.3	(i) 1203		1030	4575		217	279	147.8	1309	919
1948	155.0	(n) 171.9	318.9	(i) 1108		1632	4847		224	281	153.2	1392	982
1949	160.8	(n) 170.2	336.0	(i) 1111		1818	4915		222	293	153.2	1328	1009
1950	166.5	(n) 171.9	356.2	(i) 1114	(p) 101	1945	4849	177.9	(e) 159.1	293	159.3	1669	1066
1951	184.5	185.6	401.0	(i) 1124	(p) 109	(s) 130.1	5320	210.6	(e) 166.7	319	171.0	1806	1183
August	188.9	185.5	412.2	(i) 1127	111	131.2	5373	210.6	168.3	319	172.1	2191	1207
September	189.8	186.6	412.6	(i) 1128		133.0	5371	213.3	168.8	321	172.3		
October	190.4	187.4	423.3	(i) 1129		135.7	5386	215.5	169.9	322	172.2		
November	191.2	188.6	428.2	(i) 1129	113	140.4	(k) 5419	216.6	170.8	327	173.4	2303	1237
December	191.1	189.1	432.7	(i) 1130		142.9	(k) 5416	217.3	171.0	328	179.5		
January	191.5	189.1	440.4	(i) 1132		145.9	(k) 5399	217.7	170.8	331	181.6		
February	190.8	187.9	444.9	(o) 1100.1	114	148.5	5459	218.5	170.8	329	181.9		
March	189.1	188.0	448.8	100.6		148.1	5475	220.3	170.8	325	182.1	2366	1253
April	188.7	188.7		102.2		146.6		223.1	170.8	325	182.9		
May	186.7	189.0		102.2		144.5	5501	223.1	170.8	322	183.5		
June	187.3	189.6		103.9		143.1	5522	225.1	170.8	322	185.1		
July	188.0	190.8		103.8		142.8	5559	225.1	170.8	321	185.1		
August	187.6	191.1				144.8			170.9	320			
September	186.5												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-1950 are on base 1938 = 100. (r) New series on base 1949 = 100.



**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935-39 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Aug. 1951	July 1952	Aug. 1952
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	241.4	225.5	223.9
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	202.0	218.6	215.9	208.1	206.4
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	297.7	305.4	247.1	244.9
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	246.7	295.9	292.4	252.6	248.9
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	258.3	295.5	302.0	293.5	292.3
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	183.6	208.7	212.0	218.2	218.2
*VI. Non-Ferrous Metals and Their Products.....	132.9	193.0	134.0	87.5	100.0	159.5	180.6	183.4	172.5	170.2
VII. Non-Metallic Minerals and Their Products.....	30.7	96.0	109.0	99.1	99.7	164.8	169.8	170.7	173.9	173.5
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	103.4	100.3	157.8	187.3	189.3	177.2	177.0
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	212.8	237.9	237.1	218.5	216.3
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	245.0	230.0	228.8
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.8	290.4	287.5	283.4
Residential Building Materials.....			112.4	89.0	102.3	242.7	286.2	290.4	284.3	284.0
Canadian Farm Products Total.....			140.8	69.3	92.6	236.7	265.1	263.3	244.3	236.2
Field.....			137.2	69.3	83.7	191.9	193.4	178.3	213.3	195.3
Animal.....			144.4	69.2	101.5	281.4	336.9	348.3	273.3	277.2

† Gold is included from 1935 to date.

\* Arithmetically converted from base 1926 = 100.  
The indexes for 1952 are subject to revision.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER,  
1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1952*</b>						
January.....	15†	15	5,749†	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
May.....	28	42	14,434	22,973	247,733	0.27
June.....	27	40	44,704	59,364	708,382	0.77
July.....	24	47	8,802	55,737	881,318	0.95
August.....	19	43	6,295	15,018	205,515	0.22
September.....	16	41	5,308	15,045	203,245	0.22
Cumulative totals.....	178		108,927		2,613,123	0.31
<b>1951</b>						
January.....	18†	18	6,255†	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
May.....	32	40	7,250	8,038	35,167	0.04
June.....	41	53	15,289	15,937	128,510	0.14
July.....	18	36	7,326	11,249	119,598	0.13
August.....	26	44	21,305	28,215	226,622	0.25
September.....	24	35	4,035	10,808	117,480	0.12
Cumulative totals.....	215		74,466		691,627	0.08

\* Preliminary figures.

† Strikes untermminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1952 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1952				
MINING—				
Copper refiners, Montreal, P.Q.	1	500	12,000	Commenced July 14; for a union agreement; untermintated.
Granite quarry workers, Beebe, P.Q.	1	55	825	Commenced July 28; for a union agreement providing for increased wages, two weeks' vacations with pay and pay for five statutory holidays following reference to arbitration board; plant shut down for an indefinite period on September 23; indefinite.
Gypsum quarry workers, Wentworth, N.S.	1	360	240	Commenced August 21; for a new agreement providing for increased wages; terminated September 2; negotiations; compromise.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Biscuit and confectionery factory workers, Moncton, N.B.	1	268	6,000	Commenced August 18; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week and other changes; untermintated.
Bakery workers, Kelowna and Penticton, B.C.	2	( <sup>3</sup> ) 65	1,600	Commenced August 28; for a new agreement providing for increased wages and reduced hours from 42 to 35 per week following reference to conciliation board; untermintated.
<i>Rubber and Its Products—</i>				
Rubber factory workers, Hamilton, Ont.	1	1,350	25,000	Commenced June 3; for a new agreement providing for increased wages and pension plan following reference to conciliation board; terminated September 26; conciliation; compromise.
<i>Textiles, Clothing, etc.—</i>				
Rayon factory workers, Louiseville, P.Q.	1	452	9,000	Commenced March 10; for a new agreement providing for increased wages, union shop, check-off and other changes following reference to arbitration board; untermintated.
Textile printers, Verdun, P.Q.	1	.....	.....	Commenced June 19; protesting dismissal of two workers; later information indicates terminated June 20; return of workers and replacement; in favour of employer.
<i>Miscellaneous Wood Products—</i>				
Wood furniture factory workers, Durham, Ont.	1	116	2,200	Commenced July 21; for a union agreement providing for increased wages, union security, two weeks' vacations with pay and pay for seven statutory holidays following reference to conciliation board; untermintated.
<i>Metal Products—</i>				
Metal products factory workers, Waterloo, Ont.	1	204	4,000	Commenced July 3; for a new agreement providing for increased wages, union shop, reduced hours from 45 to 40 per week and seniority following reference to conciliation board; untermintated.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1952 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1952—Continued				
Small arms factory workers, Drummondville, P.Q.	1	47	150	Commenced July 9; for a union agreement providing for increased wages and pay for statutory holi- days; terminated September 5 return of workers pending settle- ment; indefinite.
Structural steel fabricators Eastview, Ont.	1	55	385	Commenced July 22; for a new agreement providing for increased wages following reference to con- ciliation board; terminated Sep- tember 10; negotiations; com- promise.
Boiler and radiator factory workers, Montreal, P.Q.	1	600	12,600	Commenced August 21; inter-union dispute <i>re</i> bargaining agency; un- terminated.
Truck and trailer body factory workers, Weston and Swansea, Ont.	2	316	6,000	Commenced August 25; for a new agreement providing for increased wages and extension of vacation plan following reference to con- ciliation board; un-terminated.
Shipbuilding— Shipyard workers, Lauzon, P.Q.	2	1,850	15,700	Commenced July 15; for a new agreement providing for increased wages following reference to ar- bitration board; terminated Sep- tember 11; negotiations; compro- mise.
Shipyard workers, Montreal, P.Q.	1	(4) 1,537	32,000	Commenced August 19; for a new agreement providing for increased wages following reference to ar- bitration board; un-terminated.
Shipyard workers, Port Arthur, Ont.	1	(5) 925	2,775	Commenced August 21; for a new agreement providing for increased wages, cost-of-living bonus, re- duced hours from 44 to 40 per week and hospital and pension plans following reference to conciliation board; terminated September 4; conciliation; compromise.
CONSTRUCTION—				
Buildings and Structures— Carpenters, painters and decorators, labourers, British Columbia.	.....	600	7,000	Commenced June 6; for new agree- ments providing for increased wages, following reference to con- ciliation board; terminated by September 18; conciliation; com- promise.
Electricians, apprentices, and helpers, Winnipeg, Man.	.....	162	1,450	Commenced August 18; for imple- mentation of award of con- ciliation board for increased wages in new agreement under negoti- ations; terminated September 12; negotiations; in favour of workers.
Carpenters, Nelson and Salmo, B.C.	.....	88	175	Commenced August 27; for new agreements providing for increased wages to B.C. coastal rate; terminated September 3; negoti- ations; partially successful.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1952 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1952—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway—</i> Bus drivers and mechanics, Sydney, N.S.	1	32	800	Commenced August 19; for a new agreement providing for increased wages following reference to conciliation board; untermi-nated.
<i>Electricity and Gas—</i> Rural electrification labourers, Grand River St. Peters Area, N.S.	1	68	1,700	Commenced June 24; for increased wages; untermi-nated.
TRADE— Wholesale and retail meat workers, Quebec, P.Q.	1	52	50	Commenced August 15; for a new agreement providing for increased wages following reference to arbitration board; terminated Sep-tember 2; negotiations; compromise.
SERVICE— <i>Business and Personal—</i> Cleaners and dyers, Winnipeg, Man.	1			Commenced June 12; for union recognition and agreement; later information indicates terminated by July 3; return of workers and replacement; in favour of employer.
<i>Recreation—</i> Film distribution workers, Vancouver, B.C.	7	35	420	Commenced August 16; for a new agreement providing for increased wages, time and one-half for over-time and double time on Sundays and statutory holidays following reference to conciliation board; terminated by September 16; conciliation and negotiations; in favour of workers.
Strikes and Lockouts Commencing During September, 1952				
FISHING AND TRAPPING— Salmon fishermen, British Columbia.		2,500	50,000	Commenced September 6; for 1951 prices for chum salmon; untermi-nated.
MINING— Coal miners, Little Pond, N.S.	1	(6) 12	96	Commenced September 9; dispute re rotation of loaders; terminated September 18; reference to umpire; in favour of employer.
Coal miners, New Waterford, N.S.	1	1,200	2,400	Commenced September 16; dispute re alleged shortage of bolts; termi-nated September 18; return of workers pending investigation; in-definite.
Coal miners, Shaughnessy, Alta.	1	100	200	Commenced September 29; dispute with machinememen re payment for drilling holes; untermi-nated.
Coal miners, East Coulee, Alta.	1	128	768	Commenced September 23; pro-testing dismissal of a miner for unsatisfactory service; untermi-nated.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Hat and cap factory workers, Amherst, N.S.	2	100	1,200	Commenced September 16; for a union agreement providing for increased wages, reduced hours from 44 to 40 per week, pay for five statutory holidays, two weeks' vacations with pay and time and one-half for overtime following reference to conciliation board; untermi-nated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1952 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During September, 1952—Concluded				
<i>Metal Products—</i> Aluminum ware moulders, Wallaceburg, Ont.	1	7	25	Commenced September 3; protesting reduction in number of rest periods for moulders; terminated September 8; negotiations; in favour of employer.
<i>Shipbuilding—</i> Machinists, welders, etc., Liverpool, N.S.	1	300	3,500	Commenced September 15; for increased wages; untermiated.
Shipyard workers, Port Colborne, Ont.	1	65	825	Commenced September 12; alleged delay in negotiations for a new agreement; untermiated.
CONSTRUCTION— <i>Buildings and Structures—</i> Building trades workers, Maitland, Ont.	1	450	450	Commenced September 8; for a union agreement providing for increased wages, union security, two weeks' vacations with pay, etc; terminated September 8; negotiations; compromise.
Sheet metal workers, London, Ont.	6	90	90	Commenced September 17; for a new agreement providing for increased wages for apprentices and helpers; terminated September 17; conciliation and negotiations; in favour of workers.
Carpenters, Red Rock, Ont.	1	104	415	Commenced September 25; for a union agreement providing for payment of room and board; untermiated.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway—</i> Truck drivers and helpers, Halifax, N.S.	1	11	11	Commenced September 30; for a new agreement providing for increased wages; untermiated.
SERVICE— <i>Business and Personal—</i> Garage mechanics and helpers, Hamilton, Ont.	1	9	100	Commenced September 15; for a greater increase in wages than recommended by conciliation board in union agreement under negotiations; terminated September 27; return of workers; in favour of employer, board's report implemented.
Beverage room employees, Sudbury, Ont.	14	130	845	Commenced September 23; for a new agreement providing for increased wages; untermiated.
Garage workers, Calgary, Alta.	3	102	250	Commenced September 27; for a union agreement; untermiated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 11 indirectly affected; (4) 1,046 indirectly affected; (5) 40 indirectly affected; (6) 35 indirectly affected.





# **Current**

## **LABOUR CONDITIONS**

Summary of the latest employment and labour information available when the Labour Gazette went to press. (Dec. 11)

*By Economics and Research Branch,  
Department of Labour*

**T**HE firmness of the labour market evident during September and October continued into the early part of November. However, the many seasonal employment shifts which usually take place in the fall have produced a decline in the general employment level, particularly during the latter part of the month. Virtually all fishing, harvesting, canning and preserving activities have been completed. Construction, although still at a higher level than last year, has been gradually reducing operations while farm hands, fishermen and some construction workers have been moving into the logging industry. Employment in logging for the pulp and paper industry increased during October and the first two weeks in November but started to level off during the latter part of the month at about 20,000 below last year's peak. Employment has been increasing in many consumer goods industries and in retail trade to meet the Christmas demand and production and employment in these industries are generally somewhat higher than they were last year at this time.

Thus, while seasonal changes in labour demand have been reflected in increasing registrations for employment at the National Employment Service offices during the past few weeks, the total still remains below last year. At November 20, 1952, applications for employment totalled 179,400, an increase of about 31,700 from October 23, but still 13,600 below last year's level at the same date.

### **Employment Conditions**

While seasonal reductions in activity in the construction, fishing, agriculture, farm machinery manufacturing and vehicle industries are causing an increasing volume of registrations for employment, the strong underlying demand for many consumer goods in comparison with last year and the favourable weather for continued outdoor activities is holding employment above 1951 levels. The strength in the consumer goods industries can be illustrated by the volume of retail sales, which were 12 per cent higher this October than in October 1951. This trend is continuing, judging by the 5 to 10 per cent year-to-year increases in the dollar value of weekly department store sales during November.

Although November showed considerable drop in employment in construction, this industry is maintaining employment at higher levels than at this time last year because of the favourable weather this fall and the large volume of late summer starts in residential building. Although the volume of housing starts this spring and early summer lagged behind last year, in August they were about 35 per cent higher than August 1951, and in September about 50 per cent higher, bringing the total for the first nine months

of the year to nearly eight per cent more than in the same period last year. A good deal of activity is also occurring in resource development and industrial construction and if weather conditions permit, these will probably provide relatively more employment opportunities this winter than last.

The following table shows the regional distribution of registrations for employment on file at National Employment Service offices at November 20, 1952, along with those of the previous month and the previous year.

	November 20 1952	October 23 1952	November 22 1951
Atlantic .....	23,574	17,947	19,681
Quebec .....	55,740	44,285	52,197
Ontario .....	50,278	45,518	66,884
Prairies .....	22,289	16,557	25,760
Pacific .....	27,474	23,307	28,396
Total .....	179,355	147,614	192,918

All regions showed an increase in registrations during November but the largest rise was in the province of Quebec and the only year-to-year increases were in the Quebec and Atlantic regions. In these areas the increasing volume of agricultural and construction workers registering for employment are not being absorbed by the logging industry as rapidly as they were last year. Hiring for pulp and paper logging seemed to level off about the middle of November, with employment in this industry in Quebec about 10,000 below last winter's peak, which occurred during the second week in November. Job applications in Ontario, on the other hand, are 16,600 lower than they were at this time last year, reflecting the increased volume of consumer goods manufacturing. In the Prairie and Pacific regions, registrations for employment are now just slightly below last year's level.

The strong employment position of the manufacturing industries was reflected in the light volume of lay-offs during November. The General Motors plant in Oshawa closed for model change-over during the latter part of the month but the automobile plants in Windsor have now recalled most of those temporarily laid off. Several paper mills in Quebec and Ontario were still on short-time and the Canadian International Paper Mill in Hawkesbury closed for two weeks at the end of the month. A few small lay-offs occurred in the textile industry in Quebec and in sawmills in the Pacific region but there were no other major non-seasonal lay-offs.

## Industrial Relations

On November 21, the report of the Conciliation Board dealing with differences between interprovincial Canadian railway companies and 17 unions representing about 144,000 non-operating employees was received by the Minister of Labour. The majority report, signed by the Chairman, Hon. Mr. Justice R. L. Kellock, and by Paul S. Smith, QC, representing the companies, recommended that existing wage rates be increased by seven per cent plus seven cents an hour, equivalent to a 16-cent an hour increase on the average. The unions had asked for an across-the-board increase of 45 cents an hour.

The unions had also requested a cost-of-living escalator clause to provide a bonus of one cent an hour for each rise of one point in the cost-of-living index from September 1, 1952, the termination date of the previous contracts; a union shop and check-off; and deletion of a clause in existing agreements under which employees might, in the event of an emergency created by the international situation, be required to work up to 48 hours per week without overtime rates being applicable.

*(Concluded on page 1636)*



# CURRENT LABOUR STATISTICS

(Latest available statistics as of December 10, 1952)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Aug. 16	5,419,000	—	+ 1.4
Persons with jobs (a).....	Aug. 16	5,333,000	—	+ 1.3
Persons without jobs and seeking work (a)...	Aug. 16	86,000	—	+11.7
Registered for work, N.E.S.				
Atlantic.....	Nov. 27	25,859	+37.4	+24.4
Quebec.....	Nov. 27	60,253	+33.4	+ 6.6
Ontario.....	Nov. 27	53,442	+19.9	-26.7
Prairie.....	Nov. 27	25,574	+47.6	- 5.6
Pacific.....	Nov. 27	29,385	+29.0	- 4.2
Total, all regions.....	Nov. 27	194,513	+30.9	- 6.5
Ordinary claims for Unemployment Insurance benefit.....	Nov. 1	111,539 (c)	+20.4	+11.8
Amount of benefit payments.....	October	\$5,710,740	0.0	+46.4
Index of employment (1939 = 100).....	Oct. 1	192.0	+ 0.7	+ 2.9
Immigration.....	October	10,940	+18.1	- 4.1 (b)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Nov.	44,176	—	+259.1 (b)
No. of workers involved.....	Nov.	5,084	—	+28.3 (b)
No. of strikes.....	Nov.	22	—	-16.3 (b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	Oct. 1	\$55.03	+ 0.9	+ 6.7
Average hourly earnings (mfg.).....	Oct. 1	\$1.30	+ 0.3	+ 6.6
Average hours worked per week (mfg.).....	Oct. 1	42.1	+ 1.2	+ 0.5
Average weekly earnings (mfg.).....	Oct. 1	\$54.69	+ 1.5	+ 7.1
Consumer Price Index (1949 = 100).....	Nov. 1	116.1	+ 0.1	- 1.5
Cost-of-living index (av. 1935-39 = 100).....	Nov. 1	184.8	- 0.1	- 3.4
Real weekly earnings (mfg. Av. 1949 = 100).....	Oct. 1	113.0	+ 1.5	+ 8.0
Total labour income.....\$000,000	Sept.	932	+ 1.1	+ 9.9
<b>Industrial Production—</b>				
Total (Av. 1935-39 = 100).....	Sept.	218.8	+ 4.9	+ 5.1
Manufacturing.....	Sept.	223.0	+ 5.6	+ 4.2
Durables.....	Sept.	267.0	+ 7.9	+ 4.5
Non-durables.....	Sept.	197.3	+ 3.9	+ 4.0
<b>Trade—</b>				
Retail.....\$000,000	Sept.	946	- 1.4	+ 6.2
Exports.....\$000,000	Oct.	372	+10.7	+ 0.3
Imports.....\$000,000	Oct.	378	+ 8.3	+ 9.9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Effective August 1, 1952, claimants on temporary mass lay-offs excluded from total of claimants.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.



# Notes of Current Interest

## **Conciliators in Railway Dispute Submit Reports**

The conciliation board appointed to deal with the dispute between various national and international railway labour unions representing non-operating employers and the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company has submitted majority and minority reports to the Minister of Labour.

The railways have said they would accept the majority report but the unions rejected it, indicating, however, that they were willing to resume negotiations. The railways then announced willingness to re-open negotiations. At the time of writing no date had been set for a meeting between the two parties to the dispute.

### **Highlights of Reports**

Major recommendations in the majority report, signed by the Hon. Mr. Justice R. L. Kellock of the Supreme Court of Canada, Board Chairman, and Paul S. Smith, QC, employer nominee, were:—

An average wage increase of 16 cents an hour;

The check-off of union dues by the company;

Removal of a clause in the 1950 contract restricting overtime pay in the event of a declared national emergency;

No union shop;

No escalator wage clause;

Effective date of a one-year contract to be the date final agreement is reached.

Chief recommendations of the minority report, submitted by David Lewis, employee nominee, were:—

An average wage increase of 26 cents an hour;

An escalator clause to give employees a further increase of one cent an hour for each point rise in the cost-of-living index;

The union shop;

The check-off.

Both majority and minority reports will be printed in full in the January issue of the **LABOUR GAZETTE**.

## **Everyone's Productive Efforts Needed—Gregg**

The productive efforts of everyone, including women, older workers and the handicapped, are going to be needed as Canada's economy continues to expand, said the Hon. Milton F. Gregg, Minister of Labour, in an address to the Women's Canadian Club in Montreal recently.

In reviewing the changes that have taken place in the Canadian labour force, which now numbers 5,400,000 persons, Mr. Gregg said that the problem of the older worker continues to be "an urgent situation".

The Minister said that the demands of modern industry, with its rapid work schedules, fixed job standards, and emphasis on speed, allow little leeway for the gradual adjustment of the worker to his changing capacities. A premium has come to be placed upon the adaptability and flexibility of youth and this has worked very much to the disadvantage of the older man and woman. Older workers once laid off find it increasingly difficult to obtain re-employment, he pointed out.

Furthermore, because of pension plans with compulsory retirement provisions, many employers were reluctant to hire older persons. But, said Mr. Gregg, "there really are few more unkind acts than that of forcing retirement on a physically and mentally active person who must then adjust himself or herself to a life of inactivity on a low income".

The idea that a person should be forcibly retired from work at a specific age such as 65 or even 70 was archaic, he continued. Yet National Employment Service records show that in Canada today 30 per cent of all people registered for work are over 45 years of age, while ten per cent are over 65. These ratios are much higher than the proportions of people of these ages in the labour force.

Mr. Gregg said that through the special placement and counselling facilities of the National Employment Service, efforts are being made to find jobs for these older workers.

Canada's expanding economy is also going to need the greatest possible contribution from disabled persons, said the Minister. Through the recently-established National Advisory Committee on the Rehabilitation of Disabled Persons (L.G., Feb., p. 128) as many handicapped persons as possible will be given a chance to become producers of wealth and make their proper contribution to the nation. There are jobs in our complex modern society, continued the Minister, which these

people can do and do well. Employers have found that, placed in jobs they are capable of filling, disabled persons are safe, efficient and trustworthy.

Women had established their right to take jobs, their ability to perform them with magnificent skill and "have clinched a recognition of their very real contribution in the employment field," said Mr. Gregg. "The increased role of women, however, is still not recognized sometimes as much as it should be and we might perhaps do more to seek the advice of women and of women's organizations in regard to labour matters."

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### ***Pension Plan Can't Force Retirement Before 66***

Provisions in private pension plans calling for the compulsory retirement of employees below the age of 66 years are unenforceable in Massachusetts. The Massachusetts Commission Against Discrimination recently ruled that compulsory retirement of a person on account of age between 45 and 65 years violates the state's law banning discrimination on account of age.

The ruling was made after the state's Governor vetoed a bill which would have exempted termination of employment under a retirement plan from the ban.

Massachusetts is the only state which forbids discrimination on account of age and which provides for enforcement of the ban through a commission.\*

A 1950 amendment to the Massachusetts Fair Employment Practices Act of 1946 added discrimination on account of age between 45 and 65 years to the unfair employment practices listed in the Act.

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### ***Objective Measuring of Retirement Age Debated***

Objective measurements to determine when a worker should be retired were discussed recently at a meeting of the National Committee on the Ageing in New York City. Part of the National Social Welfare Assembly, the Committee is made up of representatives of labour, business, medicine, health, welfare and education.

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\*Louisiana has a statute which makes it a misdemeanour for an employer with more than 25 employees to adopt any rule requiring the discharge of employees or rejection of job applicants because of age under 50 years.

Both the labour and business members expressed distrust of objective tools in measuring the ability of ageing workers and stressed the necessity for more attention to individual needs and capabilities, especially on the part of supervisors. A corporation personnel director said one of his company's biggest problems was to find supervisors able to judge a man's output and capabilities.

Many physical tools for objective tests, including photographic and electronic equipment, were available to measure the physical output of a man, said one engineering expert. But these were not being used by any agencies other than the military.

Experts in retirement counselling reported on the success of several pilot projects aimed at adjusting persons of retirement age to retirement or to limited employment. It was reported that one group of workers approaching retirement was helped to form a permanent retirement club through an eight-week series of lectures. These talks focused on such problems as mental health, use of leisure time, financial changes and physical health.

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### ***Provinces Spend More On Hospitals, Education***

Canada's ten provinces spent a total of \$152,925,000 on hospital care during the fiscal year ending March 31, 1952, compared with \$132,935,000 during the preceding twelve months. A total of \$190,967,000 was spent on education, compared with \$178,393,000 for the previous year.

These increases were reported recently by the Dominion Bureau of Statistics in its preliminary analysis of revenue and expenditures of these governments.

The cost of aid to the aged and blind, on the other hand, declined to \$40,747,000 from \$45,406,000 as a result of the Government of Canada taking over full responsibility on January 1, 1952, for pensions to persons aged 70 years and over and assuming an equal share in assistance to needy persons 65 to 69 years old.\* This change affected provincial expenditures only in the last quarter of the fiscal year under review.

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\*During the first nine months of the calendar year 1952, the federal Government's contribution to the plan for assistance to needy persons 65 to 69 years of age amounted to \$11.7 million, or at the rate of something less than \$16 million yearly.



## **Raise Ceiling on Loans For Rental Housing**

Maximum loans to builders for rental housing made jointly by private lending institutions and the Central Mortgage and Housing Corporation under the National Housing Act have been increased, it was announced recently by Hon. R. H. Winters, federal Minister of Resources and Development.

Builders erecting semi-detached or row housing will be able to get the loans per unit as are allowed on one-family dwellings. The ceiling for this type of building has been raised from \$6,700 to \$8,500 per unit.

The maximum loan on fully-serviced and fire-proof units in apartment construction has been raised from \$6,700 to \$7,200 per unit. The builder can also get a loan of 80 per cent of the cost of any elevators he installs in the apartment buildings.

The loans, repayable in from 20 to 30 years, are at 5½ per cent per annum calculated semi-annually.

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## **U.S. Official Comments On Farm Labour Moves**

The successful completion of this year's movement of tobacco curers from the United States to Ontario and of potato workers from New Brunswick and Quebec to Maine "attests to the fine spirit of co-operation between the employment service personnel on both sides of the border," according to Don Laurin, Chief, Farm Placement Service, United States Department of Labour.

"The program for movement of this labour worked very smoothly," he added.

Mr. Laurin's remarks were contained in letters addressed to the Special Services Branch of the Department of Labour. W. W. Dawson, Director of this branch, was in charge of Canadian arrangements.

A detailed account of this international project for the movement of seasonal workers in agriculture is given in the *LABOUR GAZETTE*, July, 1949, p. 834.

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## **U.S. Labour Attaché To Canada Transferred**

Joseph Godson, Labour Attaché at the United States Embassy in Ottawa for the past two and a half years, has been transferred to a similar post at his country's embassy in London, England. He will begin his new duties early in 1953.

Before leaving Ottawa at the end of November, Mr. Godson in a press interview said:—

"Relations between the labour movements on both sides of the border have been most cordial because they have been based on an ever-increasing understanding of their common aims as well as of their occasional differences.

"I wish to thank Canadian labour for their friendship."

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## **81,000 in 65-69 Age Group Receiving Old Age Pension**

At the end of the first nine months' operation, 81,016 persons were receiving financial aid under the federal-provincial old age assistance program for persons between 65 and 69 years of age, Federal Welfare Minister Paul Martin has disclosed. This number is about 16 per cent of the number of persons in Canada in this age group.

This program, begun last January, provides for a payment of up to \$40 per month to persons with a limited income. The cost is shared equally by the federal and provincial Governments, with the federal share to the end of September totalling \$11,701,580.

Federal welfare officials noted that the number of persons receiving assistance is considerably lower than the estimated figure of 140,000 anticipated when the program was discussed in the parliamentary committee on old age security two years ago. Initial costs to the federal Government will also be well below the estimated \$32,000,000 a year.

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## **Two States Pass Laws Curbing Union Activities**

In two of the United States, new labour laws have been passed which provide curbs on union activities.

In Arizona, a new law bars picketing except where there exists between the employer and the majority of employees a *bona fide* dispute regarding wages and working conditions. Secondary boycotts are specifically outlawed.

In Nevada, a new law prohibits discrimination in hiring or in employment because of non-membership in a union. It outlaws union-shop and closed-shop contracts. It prohibits compelling a person to join a labour organization or to strike against his will by any threatened or actual interference. Injured parties may obtain an injunction or sue for damages.



## **Forecast of Legislation Given by N.B. Minister**

Three new pieces of labour legislation are being prepared for presentation to the 1953 sitting of the New Brunswick Legislature, it was revealed recently by the Hon. A. E. Skaling, the province's Minister of Labour.

The new legislation will call for a fair wage clause in all government contracts, bring the province's Labour Relations Act into line with the Acts in other provinces and change the Workmen's Compensation Act to provide automatically for the opinions of a third doctor in cases where a doctor called in by an incapacitated workman meets disagreement from a Compensation Board doctor.

## **Allan C. Ross Named to Labour Relations Board**

Allan C. Ross of Ottawa, former President of the Canadian Construction Association and a former Vice-Chairman of the Canadian Standards Association, has been appointed to the Canada Labour Relations Board as an employer representative.

He succeeds Albert Deschamps, who several months ago was named Director of European Defence Construction Operations for Canada. Mr. Deschamps resigned from the Board because his new appointment requires him to spend about two-thirds of his time in Europe.

Mr. Ross has attended several International Labour Organization conferences as an adviser to the employer delegates.

## **Hirings and Separations Follow Seasonal Pattern**

Hiring and separation rates for Canadian industry as a whole followed a normal seasonal pattern during the two-year period from March, 1950, to February, 1952, according to a bulletin published by the Dominion Bureau of Statistics.\*

The summer months were characterized by a high level of hirings and a low level of separations; the winter months, by a reverse situation. During the spring and fall, hiring and separation rates tended towards equality.

The rates for industry as a whole reflect the relative importance of various industries in the Canadian industrial complex.

\*Hiring and Separation Rates in Certain Industries, March, 1950, to February, 1952. Price: 25 cents.

Manufacturing, the industry giving employment to the greatest number of workers and the one characterized by a narrow range of fluctuations, exerts a stabilizing influence on the over-all pattern of fluctuations.

The effect of primary industries such as non-metal mining and food processing tends to be partially offset by those industries such as public utilities and finance, insurance and real estate, which exhibit smaller fluctuations than manufacturing.

The generally high levels of employment in the post-war years have been associated with relatively stable and fairly high rates of both hirings and separations.

## **Montreal Woman Named To Manpower Council**

Mrs. Flora D. Jutras, of Montreal, has been appointed to the National Advisory Council on Manpower. She succeeds to the membership left vacant by the resignation of Mrs. Corinne de la Durantaye.

Mrs. Jutras is the daughter of the late Eugene Durocher, Member of Parliament for St. James, 1940-45, and the wife of Dr. Jutras, of Montreal. She is Treasurer of the Lady Auxiliaries, St. Joseph Hospital, Rosemont; member of the Montreal Chamber of Commerce; Lady Auxiliary of the Institute for the Deaf and Dumb; and an executive member of the Family Assistance Bureau of Montreal.

## **Canadian Steelworkers List Next Year's Aims**

"Aggressive" action in low-wage areas to close the gap between wage rates in different parts of Canada is planned by the United Steelworkers of America (CIO-CCL). This was one of the major decisions taken at a policy conference of the union's Canadian locals.

During a two-day session the 239 delegates from 154 of the union's Canadian locals also recommended:—

Continuation of the campaign to raise wage rates to the level achieved in the United States.

A higher pay differential between job classes in the primary steel industry to achieve parity with United States rates in all classifications.

Extension of the job classification program to other sections of the industry as quickly as possible.

A guaranteed annual wage.

## **Wage Curbs Should Go —Late CIO President**

A call for the abolition of all wage controls was the keynote of the late Philip Murray's presidential address, prepared for delivery at the 14th annual meeting of the Congress of Industrial Organizations. It was issued the day on which the convention was to have opened.

"We are compelled to face the fact," stated the report, "that there no longer is a comprehensive price control program." At the beginning of October, it said, "less than half of the cost of living was under effective control".

The report warned of the danger of a "deflationary tendency within the economy. "Internal weaknesses in the economy at present—inadequate consumer buying power compared with our ability to produce an increasing output of consumer goods—indicate the possibility of an economic downturn after the levelling-off of defence expenditures . . .

"The facts—a weak law, soft markets in some parts of the economy, and collapsing price and production controls—are clear. The basis for maintaining wage controls under these conditions at present no longer exists."

### **Controls When Necessary**

The report recommended, however, that the new United States Congress "arm the Government with authority to impose controls whenever necessary, without the legislative and administrative delays that occurred in 1950." If there is a steady rise in living costs, controls should be imposed immediately, it stated.

The report criticized the Wage Stabilization Board for "failing to handle wage petitions speedily". Many of the 12,000 cases before the Board at the end of September, it said, "had been pending for three months or more".

The CIO's financial position at the end of the fiscal year, September 30 last, showed "cash assets the highest in the history of the CIO," the late president reported, adding that the Executive had approved his recommendation to use part of the cash balance to purchase U.S. Treasury bonds. A membership of more than six million was reported.

The convention was to have convened at Los Angeles on November 17 but, because of the death of Philip Murray on November 9, it was postponed to December and its scene changed to Atlantic City instead of Los Angeles as originally planned.

## **D. J. McDonald is Acting Steelworkers' President**

David J. McDonald, Secretary-Treasurer of the United Steelworkers of America since its founding, has been designated acting president by the executive board of the union. Mr. McDonald fills the position left vacant by the death of Philip Murray on November 9.

Mr. McDonald, born in 1902, became secretary to Mr. Murray, then Vice-President of the United Mine Workers, in 1922. He continued in that post until 1939. In that year he was appointed Secretary-Treasurer of the Steel Workers' Organizing Committee, which later became the United Steelworkers.

## **Retired Unionist Named To B.C. Labour Board**

Tom Dunlop, a retired member of the Vancouver Division of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC), has been appointed to the British Columbia Labour Relations Board to fill the vacancy left by the resignation of George Wilkinson.

Mr. Dunlop will hold his office until January 12, when the terms of office of all members expire. It is still undecided whether the status of the Board will at that time be changed from permanent to non-permanent.

## **UNESCO Publishes Book On Question of Race**

The United Nations Education, Scientific and Cultural Organization has published a book which discusses the race question in the light of recent research. Its title: *What is Race? Evidence from Scientists.*

Answers, founded on the evidence of geneticists and anthropologists, are given to such questions as: How were the main races formed? Are there "pure" races? Are the physical characteristics which differentiate the races unchangeable? Do they produce inequalities in the field of intelligence and culture? Is there a "superior" race?

Essential facts are presented in simple, clear language and in a series of illustrations and charts in colour.

Canadian distributor of UNESCO publications is the University of Toronto Press, Toronto 5, Ont. The booklet is priced at 25 cents.



## **Plant Workers Now Form Largest Labour Group**

Manufacturing and mechanical workers now form the largest labour group in the country.

According to a Dominion Bureau of Statistics bulletin on the 1951 census, they form 17.2 per cent of the total gainfully-employed persons in Canada. At the time of the 1941 census, they formed 16 per cent.

Agricultural workers, who formed the largest group in 1941, now form the second largest with 16 per cent.

The third largest labour group at the time of the last census was the clerical workers, up from fourth place in 1941, with 11.5 per cent compared with eight per cent a decade earlier.

Next in order were: the service group (third in 1941); transportation and communication; proprietary and managerial; labourers (other than in agriculture, fishing, logging or mining); professional; commercial; and construction.

Canada's total occupied labour force (including the armed forces) numbered 5,286,153, the DBS bulletin stated. Of this number, 4,121,832 (78 per cent) were males; 1,164,321 (22 per cent), females.

Excluding Newfoundland, for which 1941 figures are not available, and the armed forces, the 1951 civilian labour force in the other nine provinces totalled 5,109,080. This was approximately 22 per cent above that of 1941 and was considerably greater proportionately than the rise in the total population of the nine provinces, which was about 19 per cent.

The census bulletin also gives the numbers employed by sex and occupation.

## **V. C. Phelan Reports to ILO on Brazilian Survey**

Brazil's agreement early in the year to accept a minimum of 18,000 immigrants in 1952, under the Provisional Inter-Governmental Committee for the Movement of Migrants from Europe, immediately raised the question as to how they could most efficiently be incorporated into the country's economy.

By arrangement with the Government of Brazil, an inquiry into the problems involved was undertaken by the International Labour Office. V. C. Phelan, Director, Canada Branch of the ILO, was assigned to make the survey (L.G., March, 1952, p. 256). Mr. Phelan's find-

ings and recommendations have been submitted in a report entitled *Immigration into Brazil from Western Europe*.

Of prime importance, the report emphasizes, is the selection of immigrants. Ways in which the ILO could be of help in this connection under the Technical Assistance Program are pointed out.

## **U.S. Commerce Chamber Probes Defence Strikes**

An investigation to determine whether strikes in United States defence plants are being fomented by communist agents has been begun by the United States Chamber of Commerce.

The President of the organization, Laurence F. Lee, declared that strikes had been called in recent months in more than 200 defence plants throughout the country and that few of them, if any, were called on account of legitimate complaints, either for pay or working conditions.

Without identifying any of the strikes by name, Mr. Lee said that they had not received national attention because apparently no one had tied them together and raised the question of their source and inspiration. This will be the aim of the Chamber's investigation, he stated.

## **Two Staff Changes Announced by CCL**

The Canadian Congress of Labour has announced two staff changes.

Henry Harm of Sydney, N.S., and Saint John, N.B., has been appointed regional director for the Maritime provinces, a position he has been filling on a temporary basis since the elevation of Donald MacDonald, former incumbent, to the office of Secretary-Treasurer of the Congress.

Robert Hale of Moose Jaw, Sask., has been named regional director for Saskatchewan and Alberta. He was previously director for Alberta.

## **AFL and TLC Select 1953 Convention Sites**

The American Federation of Labour has decided to hold its 1953 convention in St. Louis. The Trades and Labour Congress of Canada will meet for its 1953 convention in Ottawa.

The AFL's decision was made contingent on assurance that Negro delegates would not find themselves discriminated against in St. Louis hotels and restaurants.



## **Apprenticeship Advisory Group Plans Projects**

A project designed to bring up-to-date the Department of Labour publication "Apprenticeship in Canada" has been undertaken by the Apprenticeship Training Advisory Committee which met in Ottawa recently. Representatives of labour, industry and the provincial governments will take part in the project.

The Advisory Committee, in conjunction with the federal Department of Labour, will begin a number of other projects with a view of obtaining first-hand information on the development of apprenticeship training throughout Canada.

### **Teaching Aids**

The Committee was presented with detailed reports of the work being carried on by the Canadian Association of Administrators of Labour Legislation for procurement of equipment and teaching aids for automotive classes.

A system of apprenticeship training developed by the Royal Canadian Navy was outlined by Lt.-Cmdr. R. W. Edwards. Under this plan boys between the ages of 16 and 19 are provided with three years of training as engine room artificers, air artificers, shipwrights, electricians and armourers. The Committee was asked to advise on steps to be taken to ensure adequate civilian recognition of such training in terms of civilian apprenticeship, if and when the naval trainees seek employment in civilian life.

The Army has a similar plan for training for boys 17 to 18 years of age in all types of Army occupations (L.G., Nov., p. 1429).

Arthur MacNamara, Deputy Minister of Labour, addressed the members of the Committee and stressed the need for training more apprentices in view of the rapid industrial expansion taking place in Canada.

## **Quebec Council Favours Apprenticeship Control**

At its 13th meeting, held at Sherbrooke early in November, the Quebec Provincial Apprenticeship Council declared itself in favour of an intensified control of apprenticeship with a view to greater proficiency in the trades.

More than 70 delegates, representing apprenticeship commissions, parity committees, the Apprenticeship Assistance Service and various other organizations interested in the question of apprenticeship in the building trades, took part in the discussions.

Florent Hebert, Secretary of the Building Trades Joint Committee of the Eastern Townships, presented a detailed report on the experiment tried at Sherbrooke in the field of controlled apprenticeship and the issuing of trades qualifications cards, specifying that this system made it possible to follow the movement of labour satisfactorily. The meeting was of the opinion that apprenticeship control should be intensified in order to improve skill in the trades.

The delegates also studied the apprenticeship credits granted for day and evening courses, the co-ordination of the courses of study at the different apprenticeship centres and the need for closer co-operation between employers, workers and the state in the putting into effect of the apprenticeship system.

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## **Apprentice Training Said One Answer to Shortage**

Authentic apprenticeship training programs are seen as the only real answer to the skilled labour shortage in the United States. The Bureau of Apprenticeship of the United States Department of Labour reports that among employers, unions and government experts there is a growing realization of the importance of good training programs in place of the shorter and simpler schemes which tend to produce inadequately-trained workers or to break up highly skilled jobs into a number of easily-taught operations.

The Bureau reports that industry leaders are particularly interested in training the returning Korean veterans, most of whom are young and likely to remain on the job. About a million men have been released from the United States armed forces since the Korean War began and about 900,000 are expected to be discharged each year.

In the four critical occupations where shortages are most severe—tool and die makers, moulding and coremakers, pattern makers and machinists—the number of requests to the Bureau for help in setting up training programs has increased more than 25 per cent since Korea. The Bureau has increased its establishment of regular programs and is setting up job counselling services at military separation centres.

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In Great Britain, a survey has been launched by the Ministry of Education to determine the number of existing technical

colleges, schools and courses, the number of students turned out, and the best methods of expanding the technical education system.

It is expected that these findings will form the basis of government decisions which will affect the pattern of British education and increase the numbers of highly skilled industrial staff, particularly in the rearmament industries.

### **U.S. Union, Contractors Back Apprentice Training**

In the bricklaying, stone laying and tile setting trades in the United States there are now 534 joint apprenticeship committees in charge of apprentice training programs, according to W. F. Patterson, Director, Bureau of Apprenticeship, U.S. Department of Labour.

This is a greater number of committees than in any of the other building trades "with the single exception of the carpentry trade," he said in a speech to the biennial convention of the Bricklayers, Masons and Plasterers International Union (AFL) at Minneapolis.

#### **Difficulties Removed**

The signing of the apprentice deferment order and the re-enactment by Congress of the bill providing subsistence allowances to veterans returning from Korea have removed some of the difficulties in obtaining and keeping on the job sufficient apprentices to meet the demand for skilled manpower, Mr. Patterson said.

### **Apprenticeship Discussed By Australian Committee**

Recommendations on the supply of skilled workers in the building industry were submitted recently by the Australian Building Workers' Union to the joint Commonwealth-State committee of inquiry into apprenticeship questions in Australia.

As summarized in the ILO bulletin *Industry and Labour* for September 1, 1952, these recommendations call for all apprentices entering the building industry to be placed in a pool under the control of a committee comprising representatives of the Departments of Labour and Education, of employers and of building trades unions. This committee should have the power to determine the annual quota of apprentices, determine the standard of admission, compile a register of all employers qualified and willing to accept apprentices, and

arrange for vocational tests, personal records and transfers from one employer to another.

The committee also recommended that:—

Apprentices not placed immediately with employers should be paid during the waiting period in the pool at the currently-arbitrated rates. They should be obliged to attend daytime technical training classes twice a week for at least eight hours a week.

All expenditures on fares, books and equipment related to technical training should be met by the Government. Training should be given partly at technical colleges and partly on the job, and the conditions of apprenticeship training in the building industry should be made uniform throughout Australia.

### **Survey of Job Tenure Completed in U.S.**

Twenty-two per cent of all workers in the United States have held the same job continuously since November, 1941, or earlier. Another 12 per cent are holding jobs obtained during the Second World War. About 45 per cent held the same job from V-J Day to the outbreak of the Korean War in June, 1950, and 20 per cent have jobs dating from Korea.

The Bureau of Labour Statistics, in a recent study of job tenure in principal occupational groups, found that of the 59,000,000 workers employed in the United States in January, 1951, 13,000,000 were on the same job they held prior to 1941.

#### **Important Factors**

The types of work engaged in and ages of the workers were important factors in job tenure. Farmers had the largest record on a proportional basis of all those who were on the same job nine years or more in January, 1951. There were 1.8 million farmers in the long-tenure class out of the 3.8 million employed (giving a ratio of 47.4 per cent). Proprietors and managers were next with 2.0 million out of 6.1 million employed (32.8).

Other occupations in order were: craftsmen and foremen with 2.2 million out of 8.1 million (27.2), professional workers with 1.2 million out of 4.8 million (25.0), operatives with 2.2 million out of 12.5 million (17.0), clerical and sales workers with 1.8 million out of 11.2 million (16.1), labourers with 0.8 million out of 5.8 million (13.8), and service workers with 0.9 million out of 6.7 million (13.4).



## **Training Said Answer To Lack of Leaders**

Proper training of young men extending to on-the-job guidance under experienced workers could do much to overcome the lack of leadership in Canada's rapidly-expanding building industry, according to Hilton Taylor, Director of Apprentice Training, New Brunswick.

The provincial Labour department official spoke at a union meeting in Saint John recently where the issue of hiring Americans rather than Canadians as super-intendents and foremen on defence building projects was raised.

He appealed to unions to co-operate in the training of tradesmen from the apprentice stage to the skilled worker level.

George M. Flood, a member of the Canadian Construction Association, said at the meeting that the construction industry is urgently in need of leadership. Lack of adequate leadership is the industry's "biggest bottleneck," he said.

Mr. Flood remarked that it was possible insufficient emphasis is being placed on educational factors that would develop latent qualities of leadership in trainees.

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## **Vocational Training Advisory Group Meets**

A recommendation that the federal Government bear part of the cost of teaching one of Canada's official languages to immigrants who are unable to speak either French or English was made by the Vocational Training Advisory Council at its meeting in Ottawa in September.

Provincial Departments of Education and municipal school authorities who have established language classes for immigrants state that they are finding the cost of operation burdensome. Council suggested that the cost might be shared by the federal and provincial Governments on a 50-50 basis.

### **Other Recommendations**

Other recommendations made by the Council called for abolition of the upper age limit of 30 years for students under the Youth Training Program; clarification of government policy in respect to training of key workers for defence production; reorganization of the Vocational Training Advisory Council to include representatives of the Apprenticeship Advisory Committee; endorsement of a plan proposed for the supplying of teachers of academic and related subjects to schools and training centres conducted for the armed forces.

Col. G. M. Morrison, Chief, Executive and Professional Division of the Unemployment Insurance Commission, Ottawa, reported that requests had been received from India and the Malayan States for instructors under the Colombo Plan. These requests, it was decided, should be brought to the attention of the executive of the Ontario Education Association.

The question of agricultural education was raised and Council agreed that the matter should receive further study. The desirability of setting up an agricultural sub-committee should also be studied, it was decided.

### **Film Strips**

The feasibility of preparing film strips to complement the occupational monographs issued by the Department of Labour should be investigated, the Council decided.

Relationship between the Advisory Council and the National Advisory Committee on the Rehabilitation of Disabled Persons was discussed, and the Council offered full co-operation in respect to the Vocational Training Program. The Vocational Training Advisory Council is a representative advisory body to the Minister of Labour, set up in 1942.

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## **U.S. Mill's Work Load Raised by Arbitrator**

A forty-loom work schedule that doubles the individual production of weavers has been awarded by arbitration at the Pequot sheeting mill at Salem, Mass., one of the largest textile mills of its kind in the United States.

The award was seen as a step toward halting further losses of the New England cotton textile industry to the South, a trend which has been going on for 30 years. Economists have estimated that New England has suffered a loss to the South of 80 per cent of its cotton industry in that time.

### **Prior Agreement**

The ruling was accepted, by prior agreement, by both management and the Textile Workers' Union of America (CIO). It was the first time in 22 years that the company has gained an increase in work schedules. In the arbitrators' opinion, an upward revision was demanded by the assignments effective in competitive mills in both the North and South, some of which required weavers to tend as many as 50 looms.



## **Quebec Minimum Wages Raised 10 Per Cent**

Minimum wage rates in the province of Quebec, affecting about 990,000 male and female employees not covered by collective labour agreements, have been raised ten per cent.

In making this announcement recently, Premier Maurice Duplessis said minimum wages have been increased steadily and that salaries authorized under the Minimum Wage Act now are double what they were in 1935. Rates vary according to trade and classification of employment.

## **Must Take Vacations, Conciliators Recommend**

That employees entitled to vacations must take time off and under no consideration will be allowed to receive vacation pay and continue working was one of the recommendations made recently by a conciliation board established in the dispute between the Nelson and District Mine and Mill Workers' Union, Local 901, and the Base Metals Mining Corporation, Ltd.

Other recommendations of the board provided that one week's paid vacation be granted after one year of service, two weeks after two years, and one additional day for every year beyond the second up to a total of three weeks, and that these vacations be taken within ten months of falling due at a time mutually agreed.

## **Find Major Agreements Set Pattern for All U.S.**

In the United States, agreements reached by unions and a few large employers or associations of employers govern the wages and working conditions of a substantial part of the organized labour force, according to the Bureau of Labour Statistics of the United States Department of Labour.

### **147 Are Significant**

BLS has found that 147 significant labour agreements, each covering at least 5,000 workers and altogether covering five million, set the pattern of wage increases which are extended by thousands of other employers to an estimated two-thirds of all workers under collective bargaining agreements.

Because of the importance of these contracts, BLS customarily watches their expiration and wage reopening dates in order to judge the coming pattern.

The pattern-setting companies are in the auto and aircraft industries, in electrical manufacturing and in rubber, non-ferrous metals, metalworking and others. During 1952, the General Motors escalator contract, with its cost-of-living bonus and annual-improvement factor, has so far added about nine cents an hour to pay-checks. This is believed to have set the over-all pattern of 10 cents, with exceptions in the coal and steel industries.

### **This Year's Contracts**

This year, the basic-steel industry contract, which granted an average raise of 16 cents, did not have its usual influence on the pattern because steel wages were below those in other industries. But increases of nine to 12 cents an hour in steel fabrication, of 10 cents in rubber, of 9-8 cents in the electrical industries and of eight to 10 cents in non-ferrous metals did much, it is believed, to establish the amount of increase received by the majority of organized workers in the country.

## **Social Security Scheme Now Operating in India**

The Contributory Provident Fund, India's biggest social security scheme, came into operation November 3. Set up less than a year ago (L.G., Jan., p. 19) and framed under the Employees' Provident Fund Act, the scheme is estimated to benefit 1,600,000 workers, which is more than a half of the industrial workers in the country.

These workers, states the Government of India Information Service, are employed in 1,600 factories in six industries—cotton, textiles, iron and steel, cement, engineering, paper and cigarettes.

Contributions to the Fund by the workers will be matched by contributions by employers.

## **U.K. Textile Industry Now Lacks Workers**

Britain's textile industry has virtually recovered from last year's recession and, in place of the slump, is now faced with a serious labour shortage problem.

A Ministry of Labour spokesman stated that employers are having trouble attracting back the workers who left when they were put on part-time work.

For 3,000 job vacancies in Western Yorkshire in a recent month, there were only 1,700 applicants, the official said.

## **Defence Jobs for Women Fewer Than Applicants**

The industrial defence program in New York state has drawn upon, but by no means exhausted, the reservoir of woman-power, according to a recent survey made by the state's Department of Labour.

The survey indicates (1) that some women, though relatively few of the many who have volunteered their services, have been hired for new jobs on defence projects; (2) that the employment of women in durable goods industries has increased at a far more rapid and steady pace than in non-durable goods manufacturing; and (3) that women are replacing men in soft goods production as the latter shift to higher-paid jobs in metal-working and other heavy industry.

Anticipated manpower shortages failed to develop, except in a few highly-skilled occupations, and therefore no intensive effort was made in New York state to recruit women workers for defence-related industries. In spite of this, however, some 65,000 more women were employed in the state's manufacturing industries in April this year than in April, 1950. Of the 175,000 new manufacturing jobs created during the two-year period, women secured 37 per cent.

The industries manufacturing durable goods added 35,000 women to their work forces, whereas the non-durable goods industries hired only 30,000 additional female workers. Thus female employment increased 30 per cent in durable goods industries and only seven per cent in the consumer goods industries, which traditionally employ a much larger female work force.

Since male employment in non-durable goods declined five per cent, many of the new women workers in this latter field were replacements for men who had obtained work in durable goods manufacturing, where male employment increased 25 per cent.

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## **New Productivity Council Established in Britain**

A new British Productivity Council, the aim of which is to engage the active interest of industry in the pursuit of higher productivity and to give it all possible help in its independent activities, was formally established recently.

The new council replaces the British section of the Anglo-American Council on Productivity, which completed its main

activities last summer. Organizations represented on the new council are the Federation of British Industries, the British Employers' Confederation, the Trades Union Congress, the National Union of Manufacturers, the Association of British Chambers of Commerce and the nationalized industries.

It is uncertain whether the new council will continue to send industrial teams abroad to study productivity but some of its activities in Britain are expected to be wider in scope than were those of the Anglo-American Council.

The chairman is Sir Peter Bennett, former secretary to the Minister of Labour, and the deputy chairman is Lincoln Evans of the TUC.

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## **Must Bargain Locally With Firm's 60 Plants**

A union's petition to merge its bargaining rights with one employer in 60 cities into one consolidated unit has been rejected by the United States National Labour Relations Board. The decision affects collective bargaining representation with any company that has branches in more than one locality.

The union petitioning for the merger was the Continental Baking Division of the Bakery and Confectionery Workers' International Union of America (AFL) representing inside employees of the Continental Baking Company in 60 of the 65 cities where the company has plants. Continental Baking representation is on a local basis and the NLRB voted to leave it that way.

Local autonomy of the branch plants and the local nature of the baking business were given as reasons for the Board's decision. One NLRB member dissented.

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## **U.K. Insurance Plan Said On Verge of Deficit**

Expenditures under the United Kingdom national insurance plan will be exceeding income within two years, according to the annual report for the national insurance fund for the year ending March, 1951. This means that although there was a surplus of \$400,000,000 for that year, the net deficit will reach \$1,000,000,000 within 25 years.

The rapid growth of the number of persons of pensionable age is cited as the key factor in the rising costs of national insurance. In 1951 the total was 4,100,000, an addition of 290,000 over 1950.



## **Negotiated Pension Plans In U.S. Topic of Article**

The number of workers in the United States covered by negotiated social security plans is now certainly higher than the more than 7½ million reported at the middle of 1950. So states Max Bloch in a study of social security plans in the September issue of the *Bulletin of the International Social Security Association*.

Outlining how the federal social security system in the United States has, since the Second World War, been supplemented by private plans, Mr. Bloch reports that in New York state alone, 836,000 workers were covered by 208 union-negotiated pension plans in mid-1951.

The author discusses the two principal groups of negotiated plans: pension plans and plans providing medical care benefits and insurance.

In his conclusion, Mr. Bloch writes that negotiated plans as a supplementation of governmental programs do not develop evenly but grow in spurts. Any spectacular further progress of the type observed

during the war and again in 1949 and 1950 will have to wait until the present wave of rising prices and wages has passed, he believes.

## **Immigrant Total Drops For 1st Time This Year**

A total of 146,236 immigrants reached Canada in the first 10 months of this year, the Department of Citizenship and Immigration has announced. In the same period last year, 152,473 arrived.

It was the first time this year that the cumulative total had dropped below the corresponding figure for 1951. This year's 10-month total was 6,237 fewer than last year's. Monthly totals, on the other hand, since May, have been smaller than last year's.

The total for 1951 was the highest for any year since 1913, when approximately 500,000 immigrants were admitted.

Admissions from the United Kingdom during the 10-month period numbered 36,637, from the United States, 7,904 and from North Europe, 57,472.

## **Extracts from Hansard of Interest to Labour**

### **Speech from the Throne**

**November 20**

... To give effect to recommendations made by the standing committee on banking and commerce at the last session of parliament and to extend its scope your approval will be sought for an amendment to the National Housing Act.

Provision has been made for the insertion in all federal government contracts of clauses prohibiting discrimination on the part of the contractor against any person in regard to employment because of that person's race, national origin, colour or religion.

You will be asked to consider a bill to make similar provisions in respect of employment upon or in connection with any work, undertaking or business that is within the legislative authority of the Parliament of Canada.

A bill designed to provide greater educational opportunities for children whose fathers died as a result of war service will be placed before you.

You will also be asked to approve a bill to authorize the continuance of the Veterans Benefit Act.

Much has been accomplished since the inauguration in 1948 of the five-year national health grants program to strengthen and improve, in co-operation with the provincial governments, the health and hospital facilities available to our people. To ensure the continued expansion of this important work, my Government proposes to ask you to give consideration to the extension, with certain changes, of this program of co-operation with the provincial governments. . .

You will be asked to consider revisions of the Civil Service Superannuation Act; the Food and Drugs Act; the Yukon Act; and the legislation respecting trade marks.

Other measures to be introduced will include amendments to the Trans-Canada Air Lines Act, the Merchant Seamen Compensation Act, the Canadian Citizenship Act, the Statistics Act, the Indian Act, the Farm Improvement Loans Act, the Prisons and Reformatories Act, the Companies Creditors Arrangement Act, the Canada Evidence Act, the Judges Act, the Canada Shipping Act, the Civil Service Insurance Act, the Canadian Overseas Telecommunication Corporation Act and to the Territorial Lands Act.



# National Plan for Rehabilitation of Civilian Handicapped Being Drafted

Proposed program to be presented to the next meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons, it was decided at the second meeting of the Committee in Ottawa in September

A national plan for rehabilitating Canada's civilian handicapped is to be drawn up and presented to the next meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons.

This resolution was the outcome of the second meeting of the Advisory Committee in Ottawa at the end of September. Ian Campbell, National Co-ordinator of Rehabilitation, will draft the plan, it was announced at the closing session by Dr. G. Fred McNally, Chairman of the Committee.

Dr. McNally said that the period of broad examination of the problem was over and the time had come for positive action on specific objectives. "The Committee must," he said, "live up to the expectations of thousands of Canadians, physically handicapped and unable to work, who look hopefully to it for efforts which will ultimately help them to a full, useful and productive life."

Mr. Campbell, who was appointed to the Federal Department of Labour last spring as National Co-ordinator of Civilian Rehabilitation Services, reviewed his findings from a country-wide study covering nine provinces. He expressed the conviction that when the Committee's eventual plans materialize, having been built upon existing services and having taken advantage of the past experience of other great nations in the field, Canada will be able to produce a program that is second to none.

In Quebec, Mr. Campbell found that an inventory of rehabilitation resources had already been arranged. In each of the Maritime Provinces, it was agreed that senior Government officials discuss the problems of the disabled in their province and that the needs of the disabled in the province be assessed and a complete picture given of what is now being done to help them.

In the western provinces Mr. Campbell saw great evidence of the interest that is being shown in the rehabilitation of the disabled. In Saskatchewan he saw a provincial program in operation. It demonstrated "that rehabilitation of the handicapped is practical and that with

government sponsorship a comprehensive and complete program can be developed".

In the nine provinces, the National Co-ordinator discussed rehabilitation with provincial government officials, visited rehabilitation centres, vocational training institutions and many private agencies, and met officials of the National Employment Service, the Department of Veterans Affairs and the Workmen's Compensation Board in each province. He discussed the subject of rehabilitation with more than 250 interested persons.

Mr. Campbell said: "Wherever I went, people working with the handicapped appeared to be encouraged by the fact that we now have a national headquarters for rehabilitation, and that the Government of Canada has taken action in this field."

Mr. Campbell said that he found many groups of local people, sincerely interested in the disabled, desirous of doing something, anxious to go ahead, but, lacking guidance and official government participation, not sure what to do about it. Thus the need for proper advice and guidance from a nationally co-ordinated program, he pointed out.

"We have started to compile facts that may be helpful to many people as they embark on rehabilitation projects," he said. "We have made enquiries regarding the setting up of a National Rehabilitation Library. The script for a film on rehabilitation for national release is already underway. We are gradually gathering together those facts which should be known in national headquarters of any rehabilitation movement."

After noting the work being done in the field of rehabilitation by the International Labour Organization and in Great Britain and the United States, Mr. Campbell concluded his report by saying that "money is not *spent* on the rehabilitation of the handicapped. It is invested in their future. Who can doubt the wisdom of a program that makes the dependent independent, makes the non-producer a producer and makes consumers of wealth, creators of wealth?" After a discussion on the nature

and scope of special placement functions in the National Employment Service, a resolution was passed that additional staff should be hired by the Unemployment Insurance Commission to handle the work of finding jobs for seriously-handicapped workers.

Other resolutions adopted by the Advisory Committee called for (1) a broadening of the Canadian vocational training scheme so that handicapped persons may obtain academic and pre-vocational training needed for specific employment; (2) organization of the rehabilitation program at the provincial

level but with federal grants for such aspects as medical care, training and placement, and (3) a "pilot" survey on the physically-handicapped now registered for work with the National Employment Service in Montreal.

At the closing session, Dr. Arthur MacNamara, Deputy Minister of Labour, told the Committee that he endorsed in principle the objectives of the program. He commended the Committee on the vigour and enthusiasm with which it was attacking the problem of bringing assistance to as great a number of physically-handicapped as possible in every part of the country.

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## B.C. Executive Committee (TLC) Presents Its Annual Brief to Provincial Cabinet

Memorandum requests "definite action" on the reports made to the last session of the Legislature on the Hospital Insurance Act, Industrial Conciliation and Arbitration Act and the Workmen's Compensation Act

"If industrial peace and harmonious relations between employee and employer are to be maintained," said the British Columbia Provincial Executive Committee of the Trades and Labour Congress of Canada in its annual brief to the provincial Cabinet, "definite action is necessary" on reports submitted at the last legislative session on the Industrial Conciliation and Arbitration Act, the British Columbia Hospital Insurance Act and the Workmen's Compensation Act. The Government should take such action at the next session, the brief urged.

Regarding the Industrial Conciliation and Arbitration Act, the Committee suggested that the Minister of Labour meet with its representatives to hear its recommendations for amendments to the Act at the next session. The Committee has studied the report of the Inquiry Board set up to investigate the Act (L.G., May, p. 563) and has analysed the amendments proposed, the brief stated. The meeting with the Minister was suggested because of the time necessary for proper discussion of the analysis.

Expressing concern at reports that the Government was considering alteration of the constitution of the Labour Relations Board, the Committee emphasized its

desire for retention of a full-time Board under the present set-up and urged that no change be made in it.

"We strongly urge the Government to implement the recommendations contained in the report of the Hospital Insurance Commission and to take any other steps necessary to strengthen and improve the present plan," said the brief in dealing with the Hospital Insurance Act.

Essential to a "workable and sound plan which will provide adequate protection for all," the Committee asserted, were: coverage of everyone under an adequate compulsory plan with no exemptions for other schemes, reduction of premiums "in recognition of the fact that a sound plan cannot be adequately administered without support from general tax revenue," some provision for payment of premiums for those with low incomes or unemployed, and elimination of co-insurance.

Stating that Chief Justice Sloan's report on the Workmen's Compensation Act did not go far enough, the Committee requested that the Minister of Labour meet with its representatives to discuss the report.

Turning to the fishing industry, the brief urged the provincial Government to bring "every possible pressure to bear on the federal Government" in line with a brief submitted by a delegation of fishermen and



fishing-vessel owners "to resolve the serious economic and trade problem" facing the province, demanded immediate steps to have fishermen covered under the Workmen's Compensation Act and requested positive steps to insure "some form of assistance" to the province's fishermen.

Introduction of a Fair Employment Practices Act at the next session was also urged in the brief. The Committee also recommended the establishment of a three-man commission, with labour representation, to inquire into natural resources, "particularly as to wastage," and to recommend ways and means of controlling waste, if it is found to exist.

The Committee expressed opposition to any changes in the arrangement under which firefighters and policemen in the province negotiate under the Industrial Conciliation and Arbitration Act. Specifically mentioned was a change that would force the settlement of bargaining disputes under the Arbitration Act. The brief pointed out that, by a provision in the Municipal Act, recommendations of a conciliation board set up under the ICA Act are mandatory on both parties. Under the Arbitration Act, the Committee declared, the firefighters' and policemen's unions would be faced with a prohibitive cost in bargaining and the taxpayers with undue expense because of endless legal complications.

The delegation also pointed out that they were in full accord with the requests of the B.C. Government Employees' Association for a five-day, 40-hour work week, upward revision of wages and salaries and a regulated form of conciliation.

Other recommendations in the brief were:—

That a provincial plumbing code be enacted;

That the installation and use of automatic sprinkler systems in schools, hospitals, institutions and buildings where the public gathers be made compulsory;

That the Health Act be amended to better sanitation provisions in construction camps;

That automotive mechanics be examined and certified according to training and ability and that legislation be enacted to protect the public against poor workmanship and to reduce the accident hazard;

That all school curricula include a study of the trade union movement;

That the Government purchase only union-made goods and union services;

That dental technicians be allowed to deal directly with the public;

That a provincial government automobile insurance plan be established.

Premier W. A. C. Bennett said the brief would be given consideration. He agreed that the Minister of Labour, the Hon. L. Wicks, should meet with representatives of the Committee to discuss amendments to the Industrial Conciliation and Arbitration Act.

The brief was presented by Committee Chairman R. K. Gervin, accompanied by W. Fleck, T. Gooderham, E. King and G. Thomson, members of the Committee. Birt Showler, a TLC Vice-President, also attended.

Cabinet ministers present were: Hon. W. A. C. Bennett, Premier; Hon. L. Wicks, Minister of Labour; Hon. R. W. Bonnar, Attorney-General; Hon. E. M. Gundarson, Minister of Finance; Hon. W. K. Kiernan, Minister of Agriculture; Hon. T. J. Rolston, Minister of Education; and Hon. E. C. Martin, Minister of Health and Welfare.

## Household Employment in the United States

Drift from household employment to better-paid and better-regulated occupations has continued since First World War, according to Frieda S. Miller, Director of the Women's Bureau, U.S. Department of Labour

A drift away from household employment to better-paid and better-regulated occupations has been going on since the First World War, according to a survey of household employment in the United States. This trend was temporarily reversed during the 1920s and 1930s, but reappeared with renewed vigour during the Second World War.

Results of the survey are described in an article by Frieda S. Miller, Director of the Women's Bureau of the United States Department of Labour, which appears in the October issue of *International Labour Review*, an ILO publication.

No other field of employment so intimately affects the conduct of family life, writes Miss Miller, and in no other have



the rewards of labour and the maintenance of an adequate working force been so completely unregulated.

Comparable figures on this subject over a long period are almost impossible to find. However, writes Miss Miller, nine-tenths or more of the domestic workers in the United States have always been women. As other fields have opened up for women, the importance of domestic service as an occupation for women has declined. In 1870, the percentage of females employed in non-agricultural occupations who were working as servants in private households and in commercial establishments was 60·7 per cent. In 1900 it was 33·0 per cent and in 1920 it had declined to 18·2 per cent. In 1930 the comparable figure for domestic workers in private households only was 18·7 per cent, but in 1950 had again declined to 10·9 per cent.

Much of this change, writes Miss Miller, is explained by the tendency for operations formerly performed in private households to become commercialized. Laundresses, cooks and seamstresses moved from the home to the commercial laundry, the restaurant or hotel and the garment factory.

In reviewing the historical developments in household employment, Miss Miller points out that manpower demands of the First World War resulted in new opportunities for women workers in war production plants, clerical work and many other fields. During the 1920s a large increase occurred in the number of persons classified as servants, due largely to the migration of Negroes from the South to the North and West. During the depression of the 1930s the number continued to increase; but it fell again during the Second World War as women shifted from domestic work to other service occupations, such as that of waitress, or to occupations in which there were labour shortages, such as production worker in a war plant.

The total number of domestic workers declined from 2,240,000 in 1940 to 1,923,000 in 1950—a drop of 14 per cent. In April, 1952, the total was 1,786,000, of whom 45 to 55 per cent were non-whites and only two per cent men.

During the first half of the century, population expanded and the number of households increased. In 1950 the number of women domestic workers had increased less than 45 per cent, as compared with 1900, but the number of households had increased by 170 per cent. Instead of one woman domestic worker for every 13 households as in 1900, there is now one worker

for every 25. Meanwhile, the number of women workers in all occupations has more than tripled and amounted to 18·5 million in 1950, of whom nearly half were married. These might be expected to have real need for household help, Miss Miller points out.

In the United States, the worker in a private household has been under pressure to work extremely long hours, often as much as 12 per day. In 1951, of those who were working full time and who were engaged primarily in domestic employment, the largest number reported a 40-hour week, but about one-fifth worked 48 to 54 hours, and another fifth worked 55 hours and longer.

The range in wages, as in hours, is very wide, the average in 1951 being estimated at \$80 per month. However, in New York State it was \$90 to \$100 per month, while in New York City and in other cities where the shortage of domestic workers is most acute, the average was \$150 per month, \$35 per week, \$6 for an eight-hour day and 75 cents per hour.

The author discusses the problems facing the employer of household help, the development of labour standards in this occupational group, community measures taken to alleviate shortages, training programs through vocational courses in the public school system, placement facilities, and visiting homemaker services offered by social agencies.

In general, employees in private households have less protection through legislation than those in any other non-agricultural occupation in the United States. With few exceptions, state labour laws either do not apply to workers in private households or expressly exclude them from coverage.

There is a widely-felt need in the United States to increase the supply of household workers and to give employers some reliable means of assessing the competence and training of the houseworkers they employ. In the opinion of Miss Miller, this is a problem of status even more than of wages. As a group, household workers take little pride in their occupation, enforce among themselves no standards as to qualifications or performance, hold no annual conventions, and publish no trade journals. They need leaders from among their own ranks to awaken them to group consciousness, build morale and develop standards within the occupation.

In the meantime, the United States today offers a considerable variety of immediate possibilities for improving the status of

domestic workers: through education of employers; through the use of employment contracts; through orderly training, both in basic household duties and in specialities; through the development of tests for proficiency in household skills; through the certification of well-trained workers; and if necessary, through legislation.

### Same Situation in France

The number of French women employed as domestics has sharply declined in proportion to the total population, according to *France Actuelle*, a French publication. More French women, however, now work in commerce, banks, insurance and civil administration.

## New Brunswick Department of Labour Issues Report for 5-Month Period in 1951

In spite of strong demands from unions for higher wages to meet increased living costs, employer-employee relations in New Brunswick remained good during the five-month period under review in the provincial Department of Labour's latest report. Only one minor strike occurred, causing 50 employees to stop work for half a day. The conciliation services of the Department were requested in six cases; in two of these a conciliation board was established.

The Labour Relations Board granted 14 of the 20 applications received for certification of a bargaining agent. The other six were pending at March 31, 1951. In each case union records were examined and checked against a list of employees within the proposed bargaining unit to determine whether the union had the support of the employees. It was not necessary to conduct any representation votes.

One application for leave to prosecute was received. A union claimed that the manager of a company had attempted by intimidation to prevent several employees from voting for the union on a representation ballot. The Board found that there had been no violation of the Labour Relations Act and refused the application.

### Minimum Wages

Numerous routine inspections and investigations in connection with the enforcement of minimum wage orders were made by departmental inspectors. The factory inspectors also assisted in this task, and the auditors of the Unemployment Insurance Commission reported any apparent violations. Only three employers, all in stores, were discovered to be paying less than the minimum rate. There were also 22 cases where employers violated the Minimum Wage Act by failing to post minimum wage orders.

The New Brunswick Department of Labour is responsible for the administration of the Factories Act, the Stationary Engineers' Act, the Apprenticeship Act, the Labour Relations Act, the Minimum Wage Act, the Industrial Standards Act and the Trades Examination Act. The Department's latest report summarizes its activities under this legislation during the five-month period ending March 31, 1951.

### Industrial Standards

At the request of representatives of employees and employers in the electrical trade in the Moncton area, a conference was held October 24, 1950, at which an industrial standards schedule for the electrical trade was formulated. The schedule was made binding on all employers and employees in the electrical trade in the Moncton zone from January 2, 1950, until March 31, 1951. It set a minimum wage of \$1.25 an hour for work done during regular working hours, fixed at 44 weekly. For time worked beyond regular daily hours the rate set was \$1.88 per hour during the first four hours, and \$2.50 per hour for overtime in excess of four hours in a day and for any time worked on a Sunday or holiday. Nine holidays were listed in the schedule.

Two other schedules in the building trades continued in effect, one applying to the plumbing and pipefitting trade and the other to the carpentry trade, both in the Saint John area.

### Factory Inspection

Factory inspectors visited 204 plants, employing 7,431 men and 2,783 women. As a result of these investigations, 279 recommendations were made for improved safety generally, for guarding machinery, for improved cleanliness, for providing properly



equipped washrooms, first-aid facilities, lunch-rooms, etc., and for procuring stationary engineers' licences.

Local advisory committees continued to assist in the administration of Section 6 of the Factories Act, which prohibits the employment in a factory of children under 16 years of age without the written authorization of the Minister of Labour. The committees hear all applications for employment of children in their locality and recommend the approval or rejection of the applications.

### Boiler Inspection

A total of 1,699 stationary engineers' licences and eight certificates of competency for boiler inspectors of insurance companies were issued during the period. Uninsured boilers and pressure vessels inspected by the boiler inspectors of the Department numbered 323.

### Apprenticeship

The chief development noted by the apprenticeship training branch was the greatly increased enrolment of apprentices in the electrical trade. This was the result of the application of the Trades Examination Act, 1949, providing for the examination and certification of electricians by a provincial Board of Examiners. Special training classes were organized for the trade and proved very popular.

Pre-employment courses were given by the New Brunswick Technical Institute in Moncton in the trades of motor vehicle repair, auto body and fender repair, electricity, machine shop, carpentry and cabinet making. On March 31, 34 trainees from various parts of the province were attending these six-month courses.

Before an applicant for a course was accepted, he was instructed to arrange for employment in the trade on completion of his training. The field supervisors helped to locate suitable employment, particularly for young men from rural areas who found it difficult to contact employers. A number of prospective employers and foremen visited the Institute to learn at first-hand the facilities and methods of instruction in use. A trainee's progress during a pre-employment course is recorded and he is given, on completion of his training, a progress record booklet which he carries through his term as an indentured apprentice.

Another part of the training program is the part-time instruction of four hours a week given to apprentices. During the five-month period, 310 apprentices attended classes in eight centres of the province

covering related technical instruction and theory for the various trades as well as mathematics, blueprint reading and drafting. In areas where part-time classes are not available, the Department provides each apprentice with an outline of the related theoretical training for his trade and lends him selected text and reference books for the duration of his apprenticeship. Correspondence school courses are used for trades in which the Department has not yet prepared self-study courses.

Twenty-four apprentices attended full-time refresher courses at the New Brunswick Technical Institute and the Saint John Vocational School.

Field supervisors continued to make regular checks to ensure that apprentices were receiving a well-rounded practical training. In most trades each indentured apprentice has a progress record booklet which records the subjects he has studied, the practical jobs he has satisfactorily performed, and the degree of efficiency attained in each. The field supervisors are responsible for bringing these booklets up to date at regular intervals, so that if an apprentice is kept too long on one particular job it will be discovered and corrected. Transfers of contracts were arranged in a few instances where employers did not rectify unsatisfactory training conditions. Supervisors also assist in solving any difficulties that may arise between apprentice and employer, ensuring that both parties live up to the terms of the apprenticeship contract.

The "Outline of the Electrical Trade and Progress Period of an Apprentice", which had been revised during the previous year, was made available in booklet form to all indentured apprentices in the trade. Similar booklets were printed for the motor vehicle repair and bricklaying and plastering trades. The preparation of the booklet for the machinist trade was continued.

Considerable progress was made in the establishment of a program for the training of personnel for the New Brunswick Electric Power Commission. The employment of an additional field supervisor to devote his full time to this work was approved and advisory committees composed of officials of the Department and of the Power Commission were set up for each of the three trades of lineman, stationary engineer and switchboard operator. These committees chose the courses of theoretical training to be given; for stationary engineer apprentices, the course developed by the Province of Alberta was selected. By March 31, 56 lineman



apprentices, 15 switchboard operator apprentices and 12 stationary engineer apprentices had begun their courses.

The number of active apprentices at March 31, 1951, was 497, almost 100 more than in 1950. Of these, 123 were in the plumbing trade and 93 in motor vehicle repair.

Under the Trades Examination Act, 63 additional applications for electricians' cer-

tificates were received, making a total of 129 from August 1, 1950, to March 31, 1951. The Director of Apprenticeship acted as Secretary of the Board of Examiners. Thirty-eight out of 46 candidates who presented themselves for examination at Saint John and Moncton were awarded certificates of qualification as journeymen electricians.

## William Green, AFL President, Dies

Spent almost entire lifetime in labour movement; headed Federation 28 years. Death followed that of Philip Murray, CIO President, by less than two weeks. AFL Executive Council elects George Meany to succeed

William Green, President of the American Federation of Labour since 1924, died November 21 at his home in Coshocton, Ohio, in his 83rd year. He was the second prominent American labour leader to die within two weeks. Philip Murray, President of the Congress of Industrial Organizations, died in San Francisco November 9.

The 14-member AFL Executive Council on November 25 unanimously selected George Meany, the Federation's Secretary-Treasurer for 12 years, as Mr. Green's successor.

William Green spent almost his whole life in the labour movement. Born March 3, 1870, in Coshocton, he was the son of an English coal miner; his mother came from a Welsh mining district. He quit school to go to work in the mines and, at the age of 20 years, joined the United Mine Workers of America at its formation.

From 1900 to 1906 he was a sub-district president in the union and from 1906 to 1910, Ohio District President. In the latter year he was a candidate for the UMW presidency on a platform of responsible union contracts and collective bargaining. His bid was unsuccessful.

In 1912 he became International Secretary-Treasurer of the UMW and held that position until his election on December 19, 1924, to the presidency of the AFL. He guided the Federation through the most turbulent years of its history.

It was during the term of his leadership of the AFL that the CIO, originally a committee within the Federation, seceded. The resulting conflict between the two organizations has continued to the present day.

One result of the AFL-CIO split personally unpleasant to him was his resignation in February, 1938, from the UMW. Threatened with expulsion from that union by its President, John L. Lewis, and confronted with the choice between his loyalty to the miners' union and his obligations as AFL President, Mr. Green elected to quit the UMW.

During his lifetime the late AFL President served in many other capacities to the benefit of the labour movement. In 1919 he was a member of the committee of five which represented American labour in the international labour conferences held in connection with the drafting of the Versailles treaty. The committee acted as advisers to members of the Commission on International Labour Legislation, which drafted the labour sections of the peace treaty.

He served two terms in the Ohio Senate, acting as Democratic floor leader, during which he introduced and won the enactment of the Ohio Workmen's Compensation Law.

In 1934 he served on the President's Committee on Economic Security. He was a member of the Labour Advisory Council of the National Recovery Administration and a member of the original National Labour Board.

In 1935 he was elected a member of the Governing Body of the International Labour Organization, serving in that capacity until 1937.

During the Second World War he bound the Federation to an effective no-strike clause. After the outbreak of the Korean War he served as a member of President Truman's National Advisory Committee on Mobilization.

*(Continued on page 1602)*

# New Year's Messages

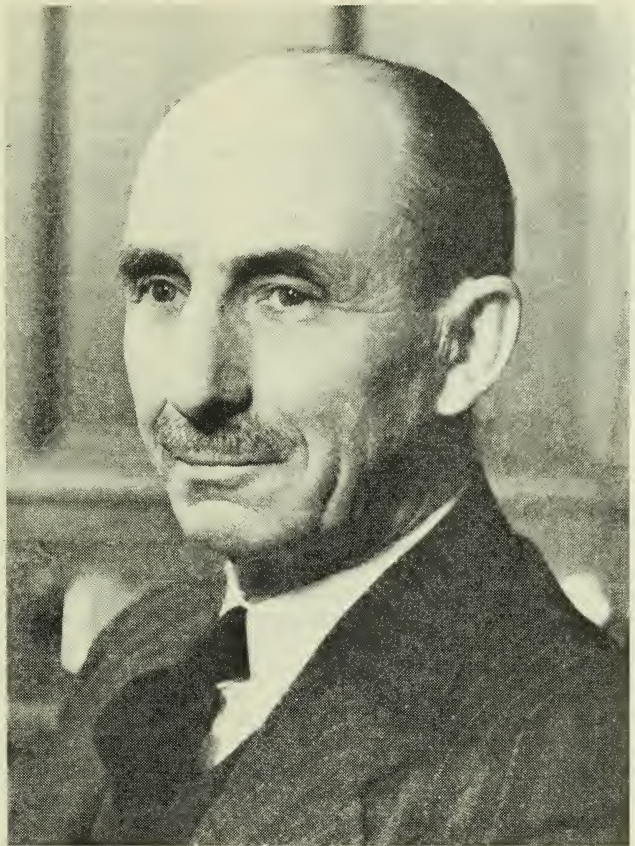
Hon. Milton F. Gregg  
(page 1574)

Percy R. Bengough  
(page 1575)

A. R. Mosher  
(page 1576)

Gérard Picard  
(page 1577)

J. L. D. Ives  
(page 1577)



**Hon. Milton F. Gregg, Minister of Labour**



Minister of Labour

On the eve of another new year, it is my privilege to offer to all citizens of Canada the best wishes of their Government.

The predictions made one year ago as to what we might expect of our economy during the year now drawing to a close were, on the whole, full of confidence and hope. Events have proved these predictions correct. Generally speaking we have enjoyed a good year.

Our industrial foundations have remained sound. Our resource development has continued its vigorous pace and nature has blessed us with a bountiful harvest.

However, the last year saw record levels attained in production and in employment. Never in our history has there been a period of more intensive development of natural resources or more rapid expansion in manufacturing capacity. In the second full year of the preparedness program, an increasing share of the national effort was directed towards defence and defence-supporting work. The world-wide demand for most of our staple exports—grain, newsprint and metals—was strong and producers' goods industries were highly active, due to the demands of a record investment program and mounting defence requirements.

The Canadian labour force passed the 5,400,000 mark, an increase of about 75,000 within a year. The economy was able to absorb tens of thousands of immigrant workers as well as the additions to the labour force through natural increase, with a minimum of unemployment.

Improvement in wages and working conditions were reflected in rising wage rates and a decline in the normal work week. The average weekly wage in non-agricultural industry in mid-summer 1952 was more than \$54, an increase of eight per cent over the year. The most recent statistics available indicate that a constantly increasing proportion of the labour force works a standard work week of 45 hours or less and that the number of workers benefiting from improved conditions in regard to vacations, pensions and health and welfare plans is steadily rising.

Perhaps the most stimulating feature of 1952 was the growing evidence of international faith in Canada's future. What this widening interest by foreign investors means to the pace of our development and to the expansion of employment in coming years, can now only be roughly estimated.

The growing international confidence in Canada's future during the past year has caused Canadians some justifiable pride, but little surprise. After all, Canadians have always had faith in Canada's future. In many respects this steadfast faith over the years has been our greatest asset. And in this we cannot fail to recognize the vital position of the workers of this country, who, in the final analysis, are the most important investors of all. Without this confidence in the future, Organized Labour in Canada would not be the responsible and indispensable influence that it is today. Organized Labour has achieved and maintains its position because, in all its progressive programs, it is one with all Canadians in believing in the ultimate high destiny of this nation.

It is worth noting that labour unions across Canada keep on enlarging their ranks substantially. The various labour organizations reported early in 1952 an increase of about nine per cent in membership over the preceding year. This is the largest increase for one year since 1947. With one-third of all non-agricultural paid workers within their ranks, labour unions have more members now than ever before.

At the same time, it should be noted that the proportion of working time lost through labour disputes to total working time remains small. The vast majority of collective agreements during the year were negotiated successfully through peaceful means. Collective agreements covering hundreds of thousands of workers were concluded during 1952 without recourse to strike action, a result which speaks highly of the extent to which the spirit of compromise has animated the relations of employers and unions.

In predicting what lies ahead for us in 1953, it must be recognized by all that it depends to a large extent on the international situation. But without any further deterioration of the world situation, it would appear that we can expect a year not unlike the one through which we have just lived—a year of economic and social advance for the Canadian worker against a background of continuing unsettled international affairs.

The economic situation appears generally sound. Many of the large resource development programs will continue throughout 1953; and there is still a large volume of unsatisfied demand for housing. A high level of personal income is forecast, which



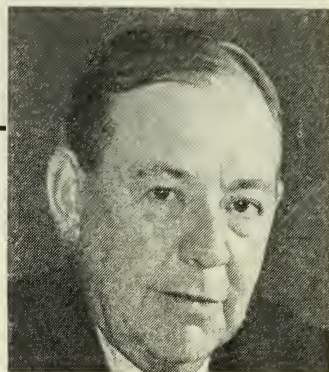
should sustain employment levels in the trading and consumer goods' manufacturing industries. With favourable economic conditions, the Canadian worker can look for a year of continuing progress with regard to employment conditions, wages and working conditions.

It is inevitable in a year-end review of this nature that we should be largely pre-occupied with the state of affairs existing for the majority of Canadians. But we should not forget that a most important

group of fellow Canadians are at this moment not in a position to enjoy the abundance and peaceful atmosphere of their own country. I am sure that all Canadians join with me in paying tribute to those who are thousands of miles from home helping to fulfil our commitments to the efforts of the United Nations to secure peace for us here. To their loved ones here as well, our heart goes out at this season when an empty chair in the family circle is most keenly felt.

## **Percy R. Bengough, President,**

**Trades and Labour Congress of Canada**



I am very pleased to have this opportunity to extend to you the Seasons' Greetings on behalf of the half million Canadians affiliated to The Trades and Labour Congress of Canada. We extend to you our sincerest best wishes for health, happiness and freedom from financial worries.

The officers and members of this great organization of a few thousand more than half a million have no desire to change the system of society that we have in Canada. We believe that our democratic system with its established freedoms is greatly superior to any forms of dictatorship that have been or could be devised. A government that rules by virtue of a majority vote of the people is more conducive to progress and a better and happier life than a government that rules by machine guns, terror and fear.

It is with such thoughts in mind that this Congress extends its good wishes. We think that we along with the rest of the Canadian people are fortunate indeed to be citizens of this great and wonderful country. A lot of progress has been made in the standards of living of Canadians. The great army of working men and women that comprise The Trades and Labour Congress of Canada are convinced that our democratic system of life can be made to operate a great deal better; but

much has yet to be done in order to fully rid all from the fear of unemployment, want and insecurity.

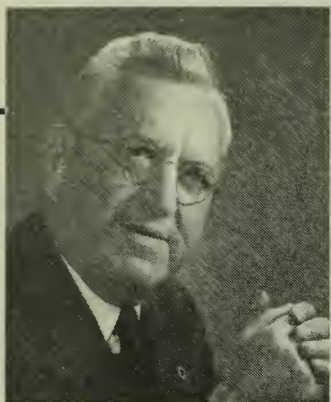
No question, a great deal has still to be done in improving our systems of distributing the good things of life. We still have some with too much and others with too little for their own good in either case. No Canadians should be without wages, salary or pension below what is necessary to maintain them in a standard of living in balance with the time and needs in our country. None should have to live under slum conditions and all should be able to avail themselves of the benefits of a full and comprehensive scheme of health insurance.

Organized labour has pledged itself to work for all these measures. Their attainment would make happiness possible for many still in misery. In Canada we have about everything we need as well as the money to fully protect and assist the needy. All that we need in addition is the will to do it.

Organized labour will be only too pleased to co-operate with industry in maintaining and improving production during 1953. We desire to co-operate with our various governments in establishing social security, including health insurance, as this is the only possible way that better and happier lives can be enjoyed by all of the people.

Knowing that such improvements are necessary and possible and that democracy can be made to operate in the best interests of all, the officers and members affili-

ated to The Trades and Labour Congress of Canada from Newfoundland to British Columbia extend to you their best wishes for a Happy and Prosperous New Year.



## **A. R. Mosher, President,**

### **Canadian Congress of Labour**

The workers of Canada share with the workers of every other country and with the people generally an earnest hope that greater progress may be made during the coming year toward peace and happiness for all mankind. In common with all who are aware of the perils which humanity is facing, they are bearing a great burden of anxiety and apprehension, not only because of the war in Korea, but because this is only a symptom of deep-seated animosity and distrust between two sections of a divided world.

The prevention of war is obviously one of the chief tasks to which statesmen and people must devote themselves. War is one of the greatest enemies of the human race and must itself be conquered. An agency of death and destruction, it leaves lasting disturbances in its wake. Among the effects of the last war was the resurgence of nationalism in some areas, while other nations, some of them established for centuries, have been subjected to a dictatorship far more ruthless than any modern imperialism.

As a result of their deep desire to promote peace and well-being throughout the world, the workers of Canada stand firmly behind the efforts of the United Nations to lay the foundations of peace, and, through its various agencies, to promote the welfare of the underprivileged countries. The age-old poverty and privation of some highly-populated countries have stirred human sympathy on a wider scale than ever, and, not only indirectly through the Colombo Plan and

similar schemes, but also directly through the International Confederation of Free Trade Unions, the workers of Canada are helping to alleviate conditions which make life almost intolerable.

Through their labour organizations, the workers are also endeavouring to improve their own standards of living and to obtain a fair share of the benefits of increased productive capacity due to improved skill and technological advances. The growth and development of the labour movement has continued during the past year; and it is now an integral part of the economy of every industrialized nation.

The principles of organized labour are becoming more widely understood and the right to organize and bargain collectively with employers respecting wages and working conditions is generally protected by legislation. It should be fully realized, however, that the labour movement takes very seriously its obligations as well as its rights. Great progress is being made in labour research, in education, and similar activities, with a view to promoting the finest type of citizenship and advancing the general welfare.

Labour is co-operating with other organizations which share its ideals and is playing an increasing part in the establishment of national policies. It looks forward, therefore, to the New Year, with a full realization of the many difficulties involved in achieving peace and progress but eager to do what it can to help to bring about a brighter day for a troubled world.



## **Gérard Picard, General President,**

Canadian and Catholic Confederation of Labour

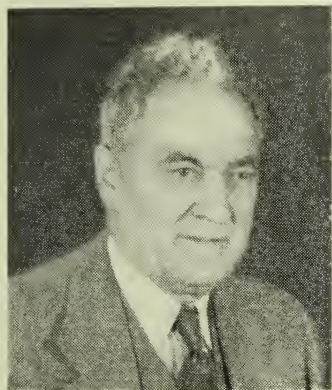


In spite of numerous and really difficult obstacles which had to be overcome, the CCCL has continued to grow and to develop in a remarkable fashion during 1952. The New Year, we hope, will bring it an opportunity to make still further progress and to become better and better able to play its part, which is so beneficial to our society.

It gives me pleasure to extend my best wishes for a Merry Christmas and a very Happy New Year to all our officers and

members and to our chaplains; to the members and militant workers of Canada's other labour organizations; to all workers, to employers and to the religious and civil authorities.

May 1953 enable us to take part in the organization, co-ordination and constant progress of all institutions for justice and Christian charity, which alone will lead peoples to understand one another and bring about the full realization of social peace.



## **J. L. D. Ives, Chairman,**

Dominion Joint Legislative Committee,  
Railway Transportation Brotherhoods

The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods representing the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers and the Brotherhood of Maintenance of Way Employees, extends New Year's greetings and best wishes to the membership and families of those organizations and to all citizens of Canada. We wish particularly to join in extending seasons' greetings and best wishes to fellow Canadians who are in other parts of the world working and fighting for the cause of peace.

Many of us were hopeful that the war in Korea would have been ended and peace restored during the current year. The apparent failure of truce negotiations has dimmed the hope that a cease-fire will be negotiated in the immediate future. International tension appears to have increased rather than to have diminished. However, we still cling to the hope that something definite will result from the meeting of the Seventh Session of the General Assembly of the United Nations.

As we approach the beginning of a new year we might well pause to reflect on the events of 1952 and give consideration to the possible effect of those events on the general situation during the ensuing years.

*(Continued on page 1631)*



# International Labour Organization

## Chemical Industries Committee Holds Third Session at Geneva

Resolutions adopted on vocational training and hours of work in the chemical industries and on classification and labelling of dangerous substances. Canada was one of the 16 member countries represented

Resolutions dealing with vocational training and hours of work in the chemical industries and with the classification and labelling of dangerous substances were passed at the third session of the Chemical Industries Committee\* of the International Labour Organization, held in Geneva September 9 to 20. Canada was represented at the session.

Of the Committee's 18 member countries, 16 were represented: Belgium, Canada, China, Denmark, Federal Republic of Germany, France, Greece, India, Italy, Mexico, The Netherlands, Norway, Sweden, Switzerland, United Kingdom and United States.

Attending the session were 84 delegates, two substitute delegates, 21 technical advisers, a representative of the United Nations and a tripartite delegation of observers from Japan. Representing non-governmental organizations were seven observers from the International Organization of Employers, the World Federation of Trade Unions, the International Confederation of Free Trade Unions, the International Confederation of Christian Factory and Transport Workers, the International Federation of Industrial Organizations and General Workers' Unions and the International Federation of Christian Trade Unions.

The Canadian delegation was composed as follows:—

*Government delegates:* S. Picard, Manager, Quebec City Local Office, National Employment Service; P. H. Casselman, Chief, Special Projects Section, Economics and Research Branch, Department of Labour.

\*One of eight tripartite industrial committees created to give consideration to the particular and practical problems of the industries concerned; the committees are responsible to the ILO Governing Body. The Chemical Industries Committee was the last industrial committee created.

*Employer delegates:* T. W. Smith, Canadian Industries Limited, Montreal; G. Benson, Shawinigan Chemicals Limited, Montreal.

*Worker delegate:* A. M. Simpson, International Chemical Workers' Union (AFL-TLC), Agincourt, Ont.

### Vocational Training

A sub-committee of 30 members was set up to deal with the question of vocational training in the chemical industries. Canadians who served on the sub-committee were Mr. Picard and Mr. Smith.

Basis for the sub-committee's discussions was a report prepared by the International Labour Office. After discussions on the desirability of extending vocational training in the industries and on the problems of organization of vocational training, two draft resolutions were submitted to the sub-committee.

One resolution, submitted by employer members, was in general terms. The other, submitted by worker members, detailed a specific project for vocational training.

The sub-committee's nine-member working party, put to work on the two draft resolutions, then prepared a resolution for the sub-committee's approval. The working party endeavoured to meet the employer members' wish that the text be kept as far as possible in general terms and at the same time to include a certain number of points from the worker members' resolution so that the resolution adopted would serve as a guide to countries where vocational training was not yet highly developed.

The working party felt it would be premature to include in a text with international effect a project relating specifically to the training of chemical process operators, because considerable divergences in the qualifications required for the occupation exist between countries and

between establishments. It decided unanimously to include in the text, however, some points showing that vocational training should be systematic and complete in order to give the worker theoretical knowledge of and practical experience in his occupation, that the training period should be determined by the nature of the occupation, that training should be carried out by competent persons and that the methods employed should be flexible and kept up to date to make them adaptable to the complexity and rapid evolution of the chemical industries.

The working party also included statements of principle applying to the training of four different categories of workers: newly-engaged employees, young persons, adults and supervisors.

Two draft resolutions were prepared by the working party. One was the result of the discussions described above. The second recommended that the International Labour Office continue its study of vocational training in the chemical industries and that it communicate to governments and to employer and worker organizations all information on results already achieved in different countries.

After making minor changes, the sub-committee adopted both resolutions. The Chemical Industries Committee later unanimously approved the resolutions.

Mr. Picard, named to make the sub-committee's report to the Committee, stressed the unanimity of opinion revealed and the spirit of mutual respect and understanding evident during sub-committee discussions. The two draft resolutions submitted to the sub-committee, he said, "resembled one another so closely that it was really only a matter of bringing the two together to arrive at a common wording".

## Hours of Work

The question of hours of work in the chemical industries, with particular reference to a comparison of day work and shift work, was included on the agenda as the result of a request in a resolution adopted at the Committee's second session in April, 1950 (L.G., Nov., 1950, p. 1887). A sub-committee was set up to deal with this item on the agenda.

A report prepared by the International Labour Office again provided the basis for discussion. The report proposed that consideration be given to the effects of shift work on the health of workers, on the frequency of accidents and on the productive efficiency of workers on shift

work; to the effects on the family budget of workers on shift work; and to systems of shift rotation, normal daily or weekly hours of work, change-over of shifts, overtime, premium rates for shift work, and welfare services.

Early in the discussions a divergence of opinion emerged. The employer delegates contended that the question of a general reduction of hours of work in the chemical industries was not intended to be included in this item on the agenda; the workers delegates held that it was. Three representatives of the ILO Governing Body, to whom the problem was referred, decided in favour of the employer members; they added, however, that the question of a general reduction of hours of work might be discussed in plenary sittings if this were desired.

After various draft resolutions had been submitted to the sub-committee, a working party was set up to prepare one or more texts on which there could be the largest possible measure of agreement. Mr. Casselman, Canadian government delegate, was a member of the working party.

The working party submitted a draft resolution to the sub-committee. It contained provision concerning hours of work and the arrangement of shifts, rates for shift work, overtime, and welfare facilities for shift workers.

Paragraphs referring to premium rates for shift and overtime work were objected to by employer and government members of the working party but supported by worker members. Employer members and the majority of government members were of the opinion that such matters should not be determined by a resolution adopted by an ILO industrial committee but should be left to the normal negotiation procedure of the country concerned. When a vote was taken, the majority favoured deletion of the paragraphs. Voting against inclusion of the paragraphs in the text were all employer members and most government members, including Canada's government representative.

Worker members introduced the same paragraphs in a separate resolution before a plenary sitting of the Committee. Here again the vote was negative.

The Committee unanimously adopted the resolution on hours of work prepared by the sub-committee's working party.

## Classification and Labelling of Dangerous Substances

A 12-member working party was appointed to deal with the classification and labelling



of dangerous substances. Mr. Simpson, Canadian worker delegate, was a member.

Acting on a Committee request contained in a resolution adopted at the second session (L.G., Nov., 1950, p. 1885), the International Labour Office undertook a study on the classification and labelling of dangerous substances. The working party's assignment was to examine this study and express its views on the conclusions reached by the Office.

The Belgian government delegate presented for consideration a marking system which divided chemicals into two main classes, toxic and dangerous, and the hazards in each class into five categories, using symbols to indicate the particular hazard.

During the discussion, Mr. Simpson pointed out that written instructions could be obliterated in transit, that workers would not read small print on labels with detailed instructions and that symbols of a reasonable size would not be obliterated and would serve as warnings.

The working party heard a request from the International Labour Office for an indication of the position the ILO should adopt on this matter at meetings of other international organizations and for guidance on the future work of the Office in this field.

Two draft resolutions were submitted to the working party. After making minor changes in one of them, the working party adopted it. The second resolution was then withdrawn. The Committee later unanimously adopted the accepted resolution.

The resolution requested the Office:—

(1) To continue its efforts to arrive at the adoption, for use in international trade, of five symbols characteristic of the chief types of hazard associated with the handling of dangerous substances.

(2) To undertake the preparation of a list of dangerous substances for which the above-mentioned symbols should be employed.

(3) To continue to take part in the discussion of these questions with other international organizations.

### Other Resolutions

Resolutions concerning the agenda for the Committee's fourth session were adopted.

Two resolutions proposed by the Italian worker delegate and seconded by the French worker delegate were submitted to a plenary session of the Committee after being rejected by the steering committee because they were "beyond the competence" of the Committee. One concerned the production of toxic and bacteriological weapons of mass destruction prohibited by the Geneva Convention; the other, the trend of the chemical industry in international trade.

By votes of 67 to 2, with no abstentions, the Committee decided the two resolutions were outside the competence of the Committee and should not be discussed.

Chairman of the session was J. Fafchamps, Special Assistant to the Belgian Minister of Labour and Social Welfare, who is a government representative on the ILO Governing Body. Secretary-General was John Price, Chief of the Industrial Committees Division of the ILO, and the Executive Secretary was N. Kurtz, a member of the Industrial Committees Division. J. P. Despres, a Canadian on the staff of the Industrial Committees Division, served as clerk of the session.

Mr. Smith, Canadian employer delegate, was elected chairman of the employer group at the session. Mr. Casselman, Canadian government delegate, and Mr. Smith were elected members of the steering committee.

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## ILO Technical Assistance Projects Total 276

At end of October, 97 projects were in Asia, 85 in Latin America, 72 in the Middle East, 12 in Africa and 10 in Europe and North America

The International Labour Organization has announced that its technical assistance projects totalled 276 at the end of October.

All but 77 projects resulted from direct requests to the ILO by member countries. The other 77 were received from other organizations co-operating in the Expanded Technical Assistance Program of the United Nations and its specialized agencies.

Ninety-seven of the projects are in Asia, 85 in Latin America, 72 in the Middle East, 12 in Africa, and 10 in Europe and North America.

Vocational training, with 70 projects, leads the field. There are 38 projects dealing with co-operation and handicrafts, 29 in the field of social security, 26 to



provide fellowships in different labour fields, and 24 in general manpower and employment service organization.

The others deal with such questions as migration, agricultural workers, labour legislation, women and young workers, industrial safety and hygiene, labour productivity, and labour statistics. One hundred and ninety-four experts drawn from 34 nationalities are working on the different projects in all parts of the world.

A manpower survey in Ceylon is being used for long-range economic planning and short-range employment market information. After one year in operation, it has brought together facts needed to organize an efficient employment market, has revealed skilled labour shortages and surpluses where they exist, and has prepared the ground for a practical national vocational training and employment service program. The survey covers 2,000 establishments and 50 villages.

ILO experts have worked out a detailed plan for a new demonstration training centre at Karachi, Pakistan, have collaborated on training-within-industry schemes and ways to improve existing training facilities in Pakistan, and will train personnel for operation of heavy earth-moving equipment and maintenance of Pakistan's nationalized road transport services.

In Thailand, the ILO is assisting on the vocational and handicraft training aspects of UNESCO's major project to help reorganize the entire educational system.

In Greece, ILO vocational training experts have been advising the Government on a national training program and apprenticeship systems.

In Israel, ILO experts helped introduce training-within-industry techniques.

In Libya, UNESCO and the ILO have jointly established a technical and clerical training centre with 22 instructors.

ILO manpower and training expert missions have been sent to Bolivia, Brazil, Burma, Ceylon, Colombia, Costa Rica, Guatemala, Indonesia, Iran, Israel, Italy, Jordan and Turkey. Some have already finished their work.

About 100 ILO trainees have been chosen from various Latin American countries to study in the Brazilian National Service of Industrial Apprenticeship, with the ILO also furnishing some instructors, the Brazilian authorities the rest.

The ILO is sending 44 instructor-foremen to Yugoslavia and 377 Yugoslav workers for on-the-job training in industrial establishments in other countries.

In Peru, the ILO helped set up the first government employment service. Employment services also are being helped in Burma, Brazil, Ceylon, Greece, Guatemala, Indonesia, Iran, Israel, Pakistan and Uruguay.

In Burma a joint United Nations-ILO survey led to setting up pilot projects for a number of industries. In Ceylon an ILO expert on handicrafts was placed in the UNESCO-Ceylonese government fundamental education centre. ILO specialists were sent to the UNESCO-Organization of American States fundamental education and training centre. Others have been assigned to Burma, Haiti, Iran, Iraq, Libya, Pakistan and El Salvador. An ILO cottage industries expert has been advising the UN Relief and Works Agency for Palestine Refugees.

An ILO mission in Israel has been working with the government Productivity Institute to stimulate worker-employer interest in more efficient operations. Productivity activities have been instituted for the important textile and engineering industries in India.

In Liberia, an ILO expert helped in the organization of a labour department and labour legislation.

In Bolivia, Ecuador and Peru a joint mission from the United Nations, ILO, Food and Agricultural Organization, World Health Organization and UNESCO worked on a project to raise living and working standards of the indigenous population.

Many other projects are completed or are in full swing, ranging from the conduct of nation-wide surveys of labour conditions and assistance in the institution of wage-determining and dispute-settling machinery to advice in individual factories and village co-operatives.

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#### **Department Official Chairs ILO Meeting**

Dr. George V. Haythorne, Director of the Economics and Research Branch, Department of Labour, was elected chair-

man of an ILO meeting in Geneva this month of 18 experts on productivity drawn from governments, employers and workers of 15 countries.

# TEAMWORK in INDUSTRY

The Labour-Management Production Committee at the Overland Express Company in Woodstock, Ont., recently joined with management to sponsor a combined social-safety evening. The event was attended by 125 employees, their wives and friends.

Feature of the evening's activities was an illustrated lecture on highway safety by D. W. Ferguson, Field Representative of Class 20, Accident Prevention Association. Following the talk and film, the guests were taken on a tour of the terminal and shown a display of safety literature set up for the evening.

Labour members of this LMPC are members of Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC).

## Employee Magazine Comments on LMPC

Commenting on the recent organization of an LMPC at Victory Mills Ltd. in Toronto, *Vee Mail*, employee magazine in the plant, made some thoughtful comments on co-operation and teamwork in industry. The article said, in part:—

"Teamwork in industry, it is said, cannot thrive in an atmosphere of silence. Mutual confidence and co-operation can develop only where there is a frank interchange of ideas and information.

"This involves on the employees' part, a realization of the necessity of actively interesting themselves in the efficient operation of the industry on which their welfare depends.

"The formation of the Committee is undoubtedly a step towards making us all a little more familiar with each other's daily problems and future topics of discussion at these meetings will necessarily assist in tying a still tighter knot of good relationships between labour and management at VML."

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The fifth in a series of illustrated information bulletins, "The Duties of an LMPC Chairman", has been released by the Labour-Management Co-operation Service. The bulletin has been prepared to help LMPC chairmen carry out their responsibilities.

The chairman is very important in the organization of an LMPC. His skill in conducting meetings and maintaining correct procedure can determine to a large extent the degree of success attained by the committee. The bulletin is not intended as a substitute for actual experience but explains in compact form several useful and practical points on procedure.

Copies of Information Bulletin No. 5, in both English and French, may be obtained by writing to the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa 4, Ont.

## LMPC Organizes Plant Fire Brigade

The LMPC at the Barber Die Casting Co. in Hamilton has been instrumental in the adoption of a procedure whereby all plant fire-fighting equipment is inspected weekly by the Maintenance Department. Through the LMPC's efforts, a plant fire-fighting squad, composed of members of the Maintenance Department, has also been organized.

Local 4153, United Steelworkers of America (CIO-CCL), is the bargaining agent co-operating in this LMPC.

## Hospital's LMPC Reduces Breakages

Through the efforts of the LMPC, breakage of dishes at the Moose Jaw General Hospital has been considerably reduced.

The LMPC has made effective use of a novel series of posters, designed around a mythical baseball team, "The Economizers", playing against the "Dish Busters". Weekly breakage has been reduced as much as 25 per cent through this campaign.

Local 299 of the Building Service Employees' International Union (AFL-TLC) is co-operating in this LMPC.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued five certificates designating bargaining agents, ordered five representation votes and rejected one application for certification. During the month the Board received three applications for certification.

### Applications for Certification Granted

1. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Colonial Steamships, Limited, Port Colborne, Ont. (Not previously reported).

2. United Construction Workers, Local 204, on behalf of a unit of employees employed by the Burrard Inlet Tunnel & Bridge Co., North Vancouver, B.C. (L.G., Nov., 1952, p. 1465).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of motor coach operators employed by Canadian National Transportation, Limited, Moncton, N.B. (L.G., Nov., 1952, p. 1465).

4. West Coast Seamen's Union (Canada), on behalf of the unit of unlicensed personnel of the deck, engine room and steward's departments of vessels of the Canadian Tugboat Company Limited, Fraser Mills, B.C. (L.G., Nov., 1952, p. 1465).

5. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of the deck, engine room and steward's departments of vessels of the Marpole Towing Co. Ltd., Vancouver, B.C. (L.G., Nov., 1952, p. 1465).

### Representation Votes Ordered

The Board ordered representation votes of employees in the following applications for certification:—

1. West Coast Seamen's Union (Canada), applicant, and Kingcome Navigation Company Limited, Vancouver, B.C., respondent (L.G., Nov., 1952, p. 1465).

2. West Coast Seamen's Union (Canada), applicant, and Straits Towing Limited, Vancouver, B.C., respondent (L.G., Nov., 1952, p. 1466).

3. West Coast Seamen's Union (Canada), applicant and Vancouver Tug Boat Co. Ltd., Vancouver, B.C., respondent (L.G., Nov., 1952, p. 1466).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

4. West Coast Seamen's Union (Canada), applicant, and Monarch Towing and Trading Company Limited, Vancouver, B.C., respondent (L.G., Nov., 1952, p. 1466).

5. The Board also ordered a vote in a review of decision in an application for certification affecting the Canadian Merchant Service Guild, Inc., applicant, and Canadian National Railways, respondent (first and second officers in the Cape Tormentine-Port Borden Ferry Service).

### Applications for Certification Received

1. Marine Checkers & Weighers Association, Local 506, International Longshoremen's and Warehousemen's Union, on behalf of a unit of employees employed by Union Steamships Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

2. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of production television workers employed by Canadian Broadcasting Corporation, Toronto and Montreal (Investigating Officer: F. J. Ainsborough).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of clerks and machine operators employed by Canadian National Railways, Moncton, N.B. (Investigating Officer: H. R. Pettigrove).

### Application for Certification Rejected

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Senecal Transport, Limited, Montreal. The application was rejected for the reason that the applicant did not have the support of a majority of the employees affected (L.G., Nov., 1952, p. 1465).



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October the Minister appointed Conciliation Officers to deal with the following disputes:—

1. Queen Charlotte Airlines Limited, Vancouver, B.C., and Canadian Air Lines Pilots Association (Conciliation Officer: G. R. Currie).

2. Canadian Pacific Railway Company (British Columbia Coast Steamship Ser-

vice) and Machinists, Fitters and Helpers Local Union No. 3 (Conciliation Officer: G. R. Currie).

3. Gatineau Bus Co., Limited, Hull, P.Q., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: R. Trépanier).

4. Canadian Overseas Telecommunications Corporation (operators), Montreal, and Overseas Communication Union (Conciliation Officer: R. Trépanier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

### Settlement Reported by Conciliation Officer

During the month the Minister received a report from Mr. R. H. Hooper, Conciliation Officer, advising of the settlement between Ogilvie Flour Mills, Co. Ltd., Medicine Hat, Alta., and Local 511, United Packinghouse Workers of America (*see above*).

### Conciliation Boards Appointed

During October the Minister established Boards of Conciliation and Investigation to deal with matters in dispute between the following parties:—

1. Gatineau Bus Co. Limited, Hull, P.Q., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (*see above*). (The Board had not been fully constituted at the end of the month.)

2. Canadian Overseas Telecommunications Corporation (operators), Montreal, and Overseas Communication Union (*see above*). (The Board had not been fully constituted at the end of the month.)

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in September to deal with matters in dispute between Keystone Transports Limited and Canadian Merchant Service Guild, Inc. (L.G., Nov., 1952, p. 1467) was fully constituted in October with the appointment of Prof. B. S. Keirstead, Montreal, as Chairman. Prof. Keirstead was appointed by the Minister in the absence of a joint recommendation from the other two members, John Bumbray, QC, Montreal, and M. Swerdlow, Montreal, who had previously been appointed on the nominations of the company and the union respectively.

### Conciliation Board Report Received

During October the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Railway Association of Canada (extra gang employees) and the Brotherhood of Maintenance of Way Employees (L.G., Oct., 1952, p. 1352). Text of the Board's report is reproduced below.

## Report of Board in Dispute between

Railway Association of Canada

and

Brotherhood of Maintenance of Way Employees

HON. MILTON F. GREGG, V.C.,  
Minister of Labour,  
Department of Labour,  
Confederation Building,  
Ottawa, Ontario.

To the Minister of Labour,  
SIR:

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Brotherhood of Maintenance of Way Employees and Railway Association of Canada (extra gang employees).

The Conciliation Board over which you were pleased to appoint myself Chairman, has held hearings in connection with the above dispute and extensive briefs have been filed by the two parties for the consideration of your Board.

On October 11, 1952, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Maintenance of Way Employees and the Railway Association of Canada, covering extra gang employees (L.G., Oct., p. 1352).

The Board was composed of James H. Stitt, Ottawa, Chairman, who was appointed in the absence of a joint recommendation from the other two members, S. W. Crabbe, Toronto, and Michael Rubinstein, Montreal, previously appointed on the nominations of the Railway Association and the union respectively.

The text of the Board's report is reproduced herewith.



The following are the names of the persons and the position occupied by them who represented the Railway Association of Canada:—

G. W. Miller, Engineer Maintenance of Way. Eastern Region (Acting Chairman for Wage Sub-Committee of the Railway Association of Canada), CPR.

W. M. Armstrong, Asst. Vice-President Personnel, CNR.

E. W. G. Chapman, Engineer Maintenance of Way. Atlantic Region, Moncton, CNR.

W. G. Dyer, Engineer Maintenance of Way. Prairie and Pacific Regions, CPR.

S. M. Gossage, Asst. Manager of Personnel, CPR.

S. W. Gowan, Secretary, Ontario Northland.

W. G. Griffiths, Asst. Chief Engineer. Central Region, CNR.

A. V. Johnston, Asst. Chief Engineer. System, CNR.

F. E. Jones, Asst. Director of Labour Relations, CNR.

J. R. Kimpton, Asst. Vice-President Personnel, CPR.

G. S. Young, Regional Supervisor of Wages. Central Region, CNR.

The following are the names of the officials of the Brotherhood of Maintenance of Way Employees, Central Committee for Canada, who were also present at the hearings:—

F. P. Donovan, Chairman, Winnipeg, Manitoba.

J. E. Roy, Vice-Chairman, Ottawa, Ontario.

W. A. Allan, Secretary, Montreal, Quebec.

George Biddiscombe, Saint John, New Brunswick.

J. E. Copps, London, Ontario.

George Locke, Vancouver, British Columbia.

O. A. Eliason, Cranbrook, British Columbia.

R. Little, Orangeville, Ontario.

C. Smith, Winnipeg, Manitoba.

O. A. Olson, Edmonton, Alberta.

W. Aspinall, Vice-President, Winnipeg, Manitoba.

W. K. McKee, Vice-President, Ottawa, Ontario.

Frank L. Noakes, Director of Research, Detroit, Mich.

The hearings were all held in the Board Room Number 708, of the Industrial Relations Branch, Department of Labour, Postal Station "B" Building, 685 Cathcart Street, Montreal.

Hearings were held on September 11 and 12, September 19 and on September 25 and 26, 1952, and meetings of the board to

consider the evidence and the problems involved were also held in Montreal, the same place, on the 6th, 7th, 8th and 9th of October, 1952.

The dispute had to do with some 7,000 to 9,000 labourers employed in Maintenance of Way work by the Canadian Railways in 1951. The actual working force varies with the working seasons, being well over 10,000 in the summer months and less than half of that number during the winter. It is not generally possible to use labourers in temporary extra gangs during the less productive winter seasons.

It was apparent that the chief concern of the Brotherhood which was the bargaining agent for the extra gangs used in Maintenance of Way work, was to have them included in Wage Agreement Number 12 between the Railway Association of Canada and the Central Committee for Canada of the Brotherhood of Maintenance of Way employees, in effect since June 1, 1951 and to obtain for these labourers benefits similar to those contained in the said Agreement.

The Board, besides many other factors, had to consider at the outset, before proper recommendations could be made, whether or not the skill and responsibility required of the labourers employed in the extra gangs now under consideration was the same as that required of the extra gang employees engaged practically all the year round and covered by Wage Agreement Number 12.

While the Brotherhood claimed that extra gang labourers should receive section men's rates of pay, the Board cannot find any reason for recommending equality of compensation as between these two classes. Although it is quite true that the labourers in the extra gangs use many of the same track tools as the section men, we are convinced that he has not the same degree of skill nor the experience which is necessary and which has been acquired by the regularly employed section men. Furthermore, men used in the extra gang require more supervision. Section men are often required to carry out track work on their own responsibility and without supervision. They must also have sufficient knowledge and experience of track maintenance to detect upon inspection any condition which needs to be corrected and to take the necessary steps instantly to protect the maintenance of way and insure the safe passage of the trains. We therefore find that there should be a substantial differential maintained between the rates of pay of these two classes of employees. Naturally, there should be a higher rate paid



to the regularly employed men working on the section due to their superior skill and additional experience and to the greater degree of responsibility which they must, at times, assume to insure safety of the passengers and trains.

Whilst your Board could not get the parties to agree yet, we believe they are much nearer in agreement than they were before the conciliation proceedings commenced and after carefully considering the points emerging from the discussion your Board recommends unanimously that an agreement be entered into between the parties covering the following issues:—

1. *An Agreement* should be prepared for the labourers in temporary extra gangs apart from Wage Agreement Number 12, but many of the features of Agreement Number 12 could be incorporated in the new agreement with the necessary amendments and variations.

2. *Probationary Period.* A Probationary Period should consist of 78 days of accumulated service within the preceding 24 months in any railway forming a part of the Association. For new employees the 78 days of accumulated service should be computed from commencement of the individual's service. Those presently employed shall have their probationary period computed on the basis of accumulated service above-described during the 24 months preceding the effective date of this Agreement. Those previously employed, and who may be re-employed, shall have their probationary period computed on the basis of days worked during the 24 months preceding the date of their re-employment.

3. *Hours of Service.* Your Board recommends a 50-hour working week. However, the number of working days per week and what shall constitute a day's work should be incorporated in the proposed Agreement between the Parties as they may decide. It is to be observed that they are now working a 60-hour week at a *pro-rata* rate. If required to work in excess of the hours constituting a day's work as may be provided in the proposed Agreement, the extra gang employee should be paid at a rate of time and one-half. All time worked on the Seventh day and on the four legal holidays, Christmas Day, New Year's Day, Dominion Day and Labour Day should be paid at time and one-half.

4. *Rates of Pay.* The Board recommends the application of the principle that equal rates of pay for the same work should be paid throughout Canada. The only comparable service to the national railways is the federal civil service where the principle of equal pay for equal work has been

established. Moreover, the Board feels that this principle, with very slight exceptions, is recognized generally with respect to other employees throughout the railway service in both the Canadian Pacific and Canadian National Railways. The Board recommends that 90 cents per hour, after the extra gang labourer has passed the probationary period as above defined be the rate of pay, and 95 cents per hour if he has worked for a period of six months (156 days) in addition to probationary period. The six months shall consist of 156 days' experience in similar work in any railway forming part of the Association within the preceding 24 months and shall be computed and applied on the same basis as the probationary period above-described. The Board further recommends that labourers employed in extra gang service now enjoying a higher rate of pay directly or indirectly by way of bonus or otherwise or classifications of certain jobs which now enjoy a higher rate of pay, shall in neither case suffer any reduction whatsoever. The above new rates of pay shall go into effect as of October 1, 1952.

5. *Seniority.* Rules respecting seniority on the same general principles as provided in Agreement Number 12 should be worked out and incorporated in the proposed Agreement, which the Parties in any event had agreed to before this Board.

6. *Vacation with Pay.* Regulations should be incorporated in the agreement based on the same practice now in effect on Canadian railways and applying to other Maintenance of Way employees and a check back should be made for three years, to October 1, 1949, to determine the length of service of the employee.

7. *Free Transportation.* Free transportation should be afforded to men covered by this Agreement, in accordance with each company's regulations, applying to their other Maintenance of Way employees.

8. *Pension Privileges.* Pension privileges now enjoyed by other Maintenance of Way employees should likewise apply to the labourers in extra gangs in accordance with each company's regulations.

9. *Effective Date of Agreement* should be from October 1, 1952, the agreement to remain in effect for one year with the requirements of 60 days' notice in writing to either party, if the other party requests a new agreement or amendment thereto.

It is to be clearly understood that this report does not deal with labourers in extra gangs now engaged practically all year round who are covered by Agreement Number 12 or other agreements.

It is to be observed that the Industrial Relations and Disputes Investigation Act, by Section 19, requires that every collective agreement should contain procedure for the final settlement of differences concerning its interpretation or violation. Any such clauses incorporated in the proposed agreement should specify that the Federal Minister of Labour is to designate the arbitrator or the chairman of any such arbitration board where the parties may not reach agreement upon the appointment. It is also recommended that the discretion of the Minister of Labour should not be restricted to the members of one particular field or profession.

The board is very pleased to report that throughout the hearings and conferences, the very best spirit of amity was displayed by all parties.

Negotiations were all conducted between the parties thereto on the highest plane and it is the earnest hope and expectation of your board that an agreement will be entered into between the parties to this conciliation.

The board desires to express its appreciation of the quality and comprehension incorporated in the extensive briefs which were submitted to it for consideration.

The chairman especially desires to thank his colleague Mr. S. W. Crabbe, 70 Highbourne Road, Toronto 12, Ontario, who with his vast railway experience as a Maintenance of Way man and General Superintendent of a District of the Canadian Pacific has been most helpful and co-operative.

The Chairman also desires to thank most sincerely his colleague, Mr. Michael Rubinstein, Barrister-at-law of Montreal, Quebec, the Union nominee who has taken a most objective and judicial view of his duties, and the Chairman must further add that it has been only through the skill, co-operation and spirit of conciliation extended by his two colleagues whereby it has been made possible for us to submit a unanimous report, all of which we respectfully submit.

This 9th day of October, 1952.

(Sgd.) JAMES H. STITT,  
Chairman.

(Sgd.) S. W. CRABBE,  
Company Nominee.

(Sgd.) MICHAEL RUBINSTEIN,  
Union Nominee.

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## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Eight Recent Cases

Decisions in eight cases recently heard by the Canadian Railway Board of Adjustment No. 1 have been released. All were heard at Montreal, six on September 16 and two on October 14.

The disputes concerned the rate of pay for brakemen used as conductor-pilots, the dismissal of a fireman for "insubordination and refusing duty", the claim of an employee for miles lost when held out of service pending his provision of a doctor's certificate, claims for overtime pay, the assessment of demerit marks following a derailment, a lineman's claim for meal expenses while he was away from designated headquarters, a crew's claim for a minimum day's pay for a side trip, and a claim for pay for time spent while cars were undergoing repairs.

The Board sustained the employees' contention in five cases, declined to sustain it in two, and reduced the demerit marks in the eighth case.

The eight cases are summarized below.

**Case No. 619.**—*Dispute between Pacific Great Eastern Railway Company and Brotherhood of Railroad Trainmen concerning claims for conductors' rate of pay for all brakemen used as conductor-pilots on track motors handling a contractor's employees and material.*

Since February, 1947, according to the joint statement of facts presented to the Board, brakemen have been used on track motor cars operating on the main line for the carriage of men and materials to various locations along the railway. The Brotherhood contended that the brakemen were pilots, the Company that they were flagmen.

Supporting their contention, the employees cited articles in the schedule of rates and rules for conductors and brakemen, reading:—

Brakemen acting as pilots or as conductors on engines running light will receive conductors' pay at through freight rates.



An engine is defined as any self-propelled unit used in train service.

All self-propelled units such as pile-driver, locomotive crane, etc., working on the main track outside yard limits will be in charge of a conductor.

The employees also pointed out that the Company had advertised for brakemen to "act as pilots" for the contractor's motor cars.

The Company contended that the motor cars were in charge of a competent person who had passed examinations on the regulations governing the use and operation of track cars and that the "flagmen" in dispute were in addition to these operators. Their duties, the Company said, were similar to those of section foremen when moving on the main line.

Nothing in the first rule quoted by the employees, the Company asserted, requires it to employ conductor-pilots on track motor cars. The Company added that the cars did not often have to be lifted off the track, that they were not operated under train orders at any time and that the men used were younger brakemen "whom we wished to retain in the service as business increased".

Deciding to sustain the employees' contention, the Board stated: "Inasmuch as the railway company in this particular case advertised for brakemen to act as pilots, the opinion of the Board is that, under such circumstances, the employees concerned should be paid pilot's rates."

**Case No. 620.**—*Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Firemen and Enginemen concerning the dismissal of a fireman.*

A fireman assigned to work train service refused to act as watchman for the train's engine on a Sunday; he also refused to discuss the matter on the telephone with the division master mechanic. He was dismissed "for refusing duty and insubordination".

The Railway pointed out that no engine watchman was available and it was necessary to ask the fireman to watch the engine between Saturday night and the Sunday night shift of the regular watchman with the work train in order to avoid delay to the train Monday morning.

The rates of pay and rules governing service locomotive firemen and hostlers, the Railway quoted, state:—

Watching and caring for engines—firemen: per hour, \$1.13½.

Firemen in work train service will be paid 100 miles for each day held for service. Men to be notified on Saturday if required for following day.

Firemen will be given transportation and allowed to go home for Sundays when such leave will not interfere with work trains.

These rules, the Railway contended, provide for the service the fireman refused.

The Brotherhood contended that arrangements for watching the engine when the work train was laid up for Sundays are not the fireman's responsibility. The fireman felt he was not compelled to work as watchman and was entitled to go home if the work train did not work Sunday. The Brotherhood requested compensation for time lost and reinstatement into the service.

The Board felt that the fireman was insubordinate and arbitrary in his attitude, particularly in refusing to talk by telephone to his superior officer. It sustained the employees' contention, however, to the extent of reinstatement, without payment for time out of service.

The Board recommended that the Railway and the Brotherhood confer to reach a mutually-satisfactory interpretation of the articles quoted by the Railway.

**Case No. 621.**—*Dispute between Canadian Pacific Railway (Prairie Region) and Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for miles lost while he was held out of service after reporting physically unfit and pending his submission of a doctor's certificate.*

A fireman reported May 5 that he was physically unfit for duty at that time. When he reported for work May 9 he was told he must produce a medical certificate before he could go out on his assigned run. The certificate was not received by the Company until May 19. The fireman was held out of service from May 9 to May 18. He submitted a claim for the miles lost during this period; the claim was denied.

The Brotherhood contended that the fireman should have been allowed to take his run when he reported for duty May 9. The employees cited Article 29 of the Agreement covering Locomotive Firemen, Helpers and Hostlers, which reads:—

Any fireman being physically unfit for duty will report same on Report Book, so that he may not be called. When he reports for duty, he will go out on his assigned run, engine, or in his turn.

The Article, the fireman contended, does not require a doctor's certificate, nor has it been the practice to produce one.



The Company submitted that it has the right, when it is suspected or known that an employee is suffering some illness, to require a medical certificate. Because it was entirely the fireman's "own doing" that he did not procure and produce a certificate when he reported for duty, any time lost "was on his own account," the Company contended.

"In this particular case," the Board sustained the employees' contention. It recommended, however, that the Company and the Brotherhood meet to attempt to reach an understanding on the proper application of Article 29 "so as to guard against abuses of the privileges provided for in the rule".

**Case No. 622.**—*Dispute between Canadian Pacific Railway (Prairie Region) and Brotherhood of Railroad Trainmen concerning yardmen's claims for overtime pay.*

A clause in the Yard Schedule reads:—

Yardmen assigned to regular shifts who are required to work in excess of eight consecutive hours, or who are required to commence work on a second tour of duty within 24 hours of the starting time of the preceding shift paid for at *pro rata* rate, will be paid for time worked in excess of eight hours' continuous service and for the second tour of duty at one and one-half times the *pro rata* rate.

Four Calgary yardmen, on different dates, when reporting for work on their regular shifts, were transferred to crews which had begun work earlier. In each case the four yardmen began work at their normal starting time and did not work longer than eight consecutive hours. The crews they were transferred to, however, began work before 24 hours had elapsed since the yardmen had begun their preceding shift.

The yardmen submitted claims for pay at one and one-half times the *pro rata* rate for the shift they worked with the crews they had been transferred to, because the crews had begun work within the 24-hour period. The claims were rejected.

Pointing out that the men involved in the dispute did not begin to work on their second tour of duty within the 24-hour period nor were required to work in excess of eight hours, the Board did not sustain the employees' contention.

**Case No. 623.**—*Dispute between Canadian Pacific Railway Company (Eastern Region) and Brotherhood of Locomotive Firemen and Enginemen concerning the assessment of 20 demerit marks against a fireman as a result of a derailment.*

A nine-car derailment was caused by a burned-off journal. The fireman on the

train was assessed 20 demerit marks for "responsibility in connection with burned-off journal".

In their contention, the employees asked for the removal of the demerits, contending that the fireman had not failed in his duties and that his duties as fireman were such that "it would be utterly impossible for him to maintain a continual running inspection of the train". Holding him responsible, the employees stated, was "unreasonable".

The Company pointed out that the condition of the broken journal, which was on the 26th car from the engine, showed there had been "intense heating, which would give sufficient indication for it to be observed had proper running inspection been maintained". The fireman had reported, after the accident, that he had last made a running inspection 12.4 miles before the scene of the derailment and that his visibility extended to between 35 and 40 cars. "Indications of the heating journal should have been clearly visible at that time," the Company asserted.

The Board's decision was that, "in view of the evidence submitted," the demerit marks were to be reduced from 20 to 10.

**Case No. 624.**—*Dispute between Canadian Pacific Railway Company (Communications Department) and Order of Railroad Telegraphers concerning a lineman's claim for meal expense while he was serving away from his designated headquarters.*

On three days during one month a lineman was instructed to proceed over a portion of his territory to clear wire trouble. Before returning to his designated headquarters for the night he was on duty for five, four and three hours respectively in excess of his normal eight hours. He submitted a claim for overtime payment for the extra time on duty and, in addition, for his evening meal expenses on each of the three days.

The Company declined to pay the meal expenses on the grounds that the lineman was not entitled to such expenses while being paid overtime rates for the time he spent travelling back to headquarters.

The employees pointed out that "it has always been the accepted practice that regular meals for linemen while away from their designated headquarters are considered as necessary expenses and heretofore have never been questioned".

To support their contention the employees quoted a rule from the then-existing

Agreement covering Linemen, which read: "A lineman will be allowed all necessary expenses while away from headquarters".

The Company cited a clause from the Agreement with Telegraphers which reads:—

Linemen will be allowed to go home each night if overtime entailed will not exceed the amount of expenses required to keep them on line overnight, provided that the work is finished or that they can return before assigned hours commence next day.

The Company held that the meal expenses claimed by the lineman were actually part of the expenses required to keep him on line overnight. Payment of overtime rates for the time the lineman spent returning home and of part of the expenses which would have been incurred had he remained on line overnight is contrary to the intent of the above clause, the Company asserted.

After hearing representatives of both the Company and the employees, the Board sustained the employees' contention.

**Case No. 625.**—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen concerning a crew's claim for a minimum day's pay for making a side trip.*

The crew of a mixed train was instructed to make a side trip off their scheduled route and on a subdivision other than that to which they were assigned. Crew members were paid for the entire trip, their regular run plus the side trip. They contended they should have been paid a minimum day for the side trip in addition to their regular pay for their assigned run.

To support their contention, the employees cited rules in the Brotherhood of Railroad Trainmen Schedule reading:—

Trainmen assigned to regular trains will not be required to do other work than that to which they are regularly assigned, except in case of wrecks, when no other trainmen are available.

and

One hundred (100) miles or less, eight (8) hours or less, to constitute a day, in through and irregular freight, local freight and mixed train service.

The Company, stating that the side trip was made only because of emergency conditions, said that payment had been made in accordance with the Board's decision in Case No. 261 (L.G., Oct., 1925, p. 965). That case concerned the crew of a way freight that was instructed to go into a

point three miles from the main line for commercial loads; the Board ruled that payment should be made for the time occupied or miles run, in addition to pay for the regular trip. The two cases were almost identical, the Company contended, and the employees' claim was not justified.

In its decision, the Board sustained the employees' contention.

**Case No. 626.**—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen concerning a crew's claim for pay at work train rates for time spent while repairmen on the same train repaired cars at two stations on the route.*

The crew of a train which included a road repair car was ordered to stop at two intermediate stations en route while the repairmen repaired two disabled cars. The crew's claim for pay at work train rates for the time spent at the two stops—a total of two hours and 45 minutes—was denied by the Railway.

Representatives of the employees contended that the service performed at the two stops was work train service. Because repairs were made to disabled cars the crew was entitled, the employees contended, to mileage to and from the working point and work train rates while working there, in accordance with a clause in the Schedule reading:—

Trainmen/Conductors on wrecking trains will be allowed actual mileage to and from wrecks, work train rates while working at same, and will be paid for not less than one (1) day's pay for such combined service.

Also quoted was a rule reading:—

Trainmen will not be paid for performing work train service en route unless time so occupied aggregates one (1) hour, in which case they will be paid at work train rates for the whole time so occupied; such time not to be included in counting overtime.

The Railway declared the crew was not in work train service but in pool freight service from terminal to terminal. As they had no service to perform in connection with repairing the two cars in question, the Railway contended, the rules quoted are not applicable and there is no justification for the claim.

"We have no record of any previous claims of this nature," the Railway added.

The decision of the Board was that the employees' contention be not sustained.



# Collective Agreements and Wage Schedules

## Recent Collective Agreements

### Logging

**Logging—British Columbia Coastal Region**  
—*Certain Logging Firms and International Woodworkers of America.*

Agreement following strike (L.G., Sept., 1952, p. 1293) and mediation proceedings under the chairmanship of the Hon. Gordon McG. Sloan, Chief Justice of British Columbia, to be in effect from June 15, 1952, to June 14, 1953, and thereafter from year to year, subject to notice.

**Union security:** maintenance of membership.

**Check-off:** the companies agree to deduct monthly union dues, initiation fees, back dues and union assessments from the pay of employees who so authorize (until and unless the authorization is revoked by the employee) and to remit same to the union.

**Hours:** 8 per day 5 days a week, a 40-hour week, except for cookhouse and bunkhouse employees in unorganized territory, firefighters, boatmen, first-aid attendants and watchmen. Time worked by cookhouse and bunkhouse employees shall be computed on a daily basis; such employees shall be entitled to one day off in seven. **Overtime:** time and one-half for work in excess of above hours and, in the case of production workers, for work on Saturday and Sunday. Employees who of necessity regularly work on Saturday and Sunday shall take 2 other days of the week off. They will be paid time and one-half for work on the 2 days of rest and also for work on Sunday. All employees will receive time and one-half for work on 7 specified holidays. Hourly-rated and piece work employees will be paid double time and one-half for work on 3 specified *paid holidays* (included in above 7 holidays), provided they have been on the payroll 30 calendar days immediately preceding the holidays and work on the regularly scheduled work days, immediately preceding and following the holidays. (Previous agreement did not provide for any paid holidays.)

**Vacations with pay** will be granted employees in accordance with the provisions of the Annual Holidays Act of British Columbia. However, for the purposes of this agreement the words "two and one-half per centum" will be considered substituted wherever the words "two per centum" appear throughout the statute. Employees with 5 or more years' continuous service will receive an additional week's vacation with pay or pay in lieu thereof, based on 2½ per cent of the total wages earned by the employee during the working year. Cookhouse and bunkhouse employees in unorganized territory will receive one week after 6 months' service, provided that they shall not be entitled to more than 2 weeks in any one year, except that after 5 years'

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Act, etc., are summarized in a separate article following this.

service they shall receive the additional week's vacation with pay or pay in lieu thereof.

**Wages:** effective June 15, 1952, wages shall be increased by 5½ cents per hour to all employees covered by the agreement, making the minimum rate for common labour (men) \$1.35 per hour. Wage rates for other categories are covered in wage supplements attached to each company's agreement. By giving notice between December 14, 1952, and January 1, 1953, either party shall have the right to reopen negotiations to determine whether an increase or decrease in the basic wage rate shall be paid. Any change agreed upon shall become effective as of December 14, 1952, and shall continue in effect until the termination of this agreement.

**Escalator clause:** a cost-of-living bonus will be paid to all eligible employees effective July 1, 1952, and January 1, 1953, based on the rise in the Dominion Bureau of Statistics' cost-of-living index. For each 1.3 point rise in the index above 172.5 (index figure for January, 1951) employees will receive a bonus of one cent per hour. If the index drops, the bonus will be adjusted downward by the same amount, provided, however, that a drop in the index below 172.5 will not affect wage rates payable under this agreement.

**Off-shift differentials:** a premium of 6 cents per hour will be paid for work on the second and third shifts.

The rate for board and lodging in logging camp boarding-houses shall not exceed \$2.25 per day; where a lesser rate is in effect, that rate will prevail.

Provision is made for *grievance procedure*, *seniority rights* and an *Accident Prevention Committee*.

### Manufacturing

**Bakery Products—St. John's, Nfld.—Certain Bakeries and the Bakery and Confectionery Workers' International Union of America, Local 331.**

Agreement to be in effect from August 8, 1952, to August 7, 1953, and thereafter from year to year, subject to 30 days' notice.



**Union security:** maintenance of membership for all present and future union members; however, during the 60 days immediately preceding the anniversary date of the agreement this clause shall be inactive. Union shop for new employees.

**Check-off:** the company agrees to deduct monthly from the pay of all union members all union fees, dues, fines and assessments and to remit same to the union.

**Hours:** 9 per day, 6 days per week, a 54-hour week. Females shall not be required to work in the bakery between 11 p.m. and 7 a.m.

**Overtime:** time and one-half for work in excess of the normal number of hours per day. No employee shall be required to work more than 4 hours overtime in any one day or more than 12 hours in any one week, except when unavoidable. However, employees who volunteer to work more hours of overtime shall be paid double time for the period so worked. Double time for work on Sunday or the alternative day of rest.

**Statutory holidays:** each employee will be allowed 4 specified *paid holidays* or alternative days with pay in lieu thereof.

**Vacations with pay:** after one year's service 2 weeks.

**Minimum wage rates:** hourly—mixer, oven tender 91 cents, assistants 86 cents; bench and machine men 91 cents, assistants 76 cents; helpers and pan greasers 61 cents; weekly—foremen \$53.30, salesmen \$28.55 (plus 2 per cent on sales); shippers, truck drivers, stablemen, utility and maintenance men \$37.52; male bread wrappers \$32.48, assistant \$24.08, where only one person is employed on wrapping machine \$46.48; female help, first 6 months \$15.12, second 6 months \$17.36, third 6 months \$19.70, thereafter \$20.72. (The above rates for hourly-rated employees are 9 cents per hour, and those for weekly-rated employees 12 per cent, higher than the previous rates.)

**Sick leave:** after 6 months' employment employees will be entitled to receive half time for any period they are sick up to 6 weeks in any 12-month period.

**Seniority:** merit and ability being equal, seniority shall prevail in any promotion, lay-off, or rehiring. In case of lay-offs seniority will be maintained if employees are rehired within 2 months.

Provision is made for *grievance procedure* and the *health and safety* of employees.

**Bakery Products—Regina, Sask.—Certain Bakeries and the Bakery and Confectionery Workers' International Union of America, Local 428.**

Agreement to be in effect from June 1, 1952, to May 31, 1953, and thereafter from year to year, subject to notice.

**Union security:** union shop.

**Check-off:** voluntary and revocable.

**Hours:** 42 per week. No deliveries shall be made after 12 noon on Wednesdays and after 5 p.m. on other days. **Overtime:** time and one-half for work in excess of 8 hours in any one day or 42 hours in any one week.

**Statutory holidays:** 8 specified holidays and any other day when proclaimed a holiday by statutory authority will be *paid holidays*. Employees who work not less than

32 hours in the week in which the holiday occurs will receive full pay for the holiday and those who work less than 32 hours in such week will receive holiday pay on a *pro rata* basis. If required to work on a public holiday employees will be paid double time and one-half.

**Rest periods:** employees will be allowed two 10-minute rest periods, one during the forenoon shift and one during the afternoon shift.

**Vacations with pay:** 2 weeks after one year's service.

**Minimum weekly wage rates:** doughman \$54.40, helper \$45.55; engineers helper \$50.60; bread wrapper, stableman \$48.05, helpers \$40.50; ovenman, bench and machine hands, receiver \$48.05; truck driver \$45.55, janitor \$44.25, shippers \$43, bakers' helper and bread racker \$40.50; female help in cake shop doing bench work over half time, female on cake depositor or doughnut machine, female cake shipper \$37.95; female cake shop dish washer, finishers, cake wrappers and box makers \$35.75. (The above rates are approximately 10 per cent higher than the previous rates.) New inexperienced employees will receive 10 per cent less than the above rates. Regular salesmen \$28 basic pay plus 6½ per cent wholesale and 13 per cent retail on cakes and pastry and ½ cent wholesale and 1 cent retail on bread, with a guaranteed weekly wage of \$35; route foreman who is relief outside salesman shall receive average of all routes; relief outside salesman \$46; salesman in training \$38.50 for 4 weeks, thereafter \$44.25 with the right to the first route falling vacant. Where a female worker performs the duties of a male worker, the basis of her pay shall be 100 per cent of that paid the classification, unless otherwise classified.

**Shift differential:** an employee, any part of whose regular shift falls between the hours of 10 p.m. and 6 a.m., shall receive a bonus of 5 cents per hour for all time worked.

**Accident compensation:** after an employee has been off for 2 weeks on account of being injured in the performance of his duties he will be paid the difference between the Workmen's Compensation Board payment and his regular wage rate for a period not exceeding 60 days.

**Uniforms:** where the wearing of uniforms by the salesmen is obligatory, the company will provide same at 50 per cent of the cost to the company. The uniforms will remain the property of the company for 6 months, thereafter they will become the property of the employee. An employee leaving the company will be reimbursed at the rate of one-sixth of his portion per month.

**Seniority:** in promotions, demotions, lay-offs and rehiring seniority will be given every consideration subject to skill, ability and merit.

Provision is made for *grievance procedure* and the *safety and health* of employees.

**Fur Products—Toronto, Ont.—Certain Fur Manufacturing Firms and the Fur Workers' Union, Locals 21479, 21480 and 21481 of the American Federation of Labour.**

Agreements, negotiated jointly but signed by individual companies, to be in effect from

April 15, 1952, to April 15, 1954, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one between the Associated Fur Manufacturers of Toronto and the union, which expired April 15, 1952, and which was summarized in the *LABOUR GAZETTE*, Feb., 1951, p. 229, with the following change:—

*Minimum weekly wage rates* are increased and are now as follows: cutters, first class \$70, second class \$60; operators, finishers, first class \$53, second class \$47; blockers and squares \$44.60, after 5 years' service \$50.60; tapers and assistant finishers (to be classed as second class finishers) \$47. Employees who are members of the union shall be entitled to an increase of 10 cents per hour from August 18, 1952.

**Wood Products—British Columbia Coastal Region—Certain Firms Engaged in Manufacturing of Rough and Dressed Lumber, Plywood, Veneer, Boxes, Shingles, Doors, Etc. and International Woodworkers of America.**

The agreement summarized above under "Logging" applies also to a number of companies engaged in manufacturing the above products.

**Metal Products—Hamilton, Ont.—The Steel Company of Canada Limited (Hamilton and Ontario Works) and United Steelworkers of America, Local 1005.**

Agreement to be in effect from April 1, 1952, to April 1, 1954, and for a further period of one year unless 60 days' notice is given prior to the expiration date of the agreement. However, either party may, on notice to the other, on April 1, 1953, initiate discussion on basic wage rates only.

*Check-off:* the company agrees to deduct monthly union dues from the pay of all employees who so authorize and to remit same to the union; the authorization is not revocable during the life of the agreement. However, all employees, hired on or after May 8, 1950, except students temporarily employed, will be required, as a term of their employment, to assign to the union through payroll deductions an amount equal to the monthly union dues.

*Hours:* 8 per shift 5 days a week, a 40-hour week. The work pattern shall be 5 consecutive work-days which may begin on any day of the calendar week. *Overtime:* time and one-half for work in excess of 8 hours in any consecutive 24-hour period (except in case of shift changeover) or 40 hours per week and for work on the sixth and seventh day of the week; double time for work on 7 specified *paid holidays* (not including Christmas Day) provided the employee works throughout the scheduled shifts immediately preceding and following such holidays, otherwise he will be paid time and one-half. All eligible employees will receive a day's pay for Christmas Day.

*Vacations with pay:* one week after one year of continuous service, 2 weeks after 3 years' continuous service and 3 weeks after 15 (previously 20) years' continuous service. Employees with less than one year's service will be paid on a *pro-rata* basis (previously

employees with less than 3 months' service did not get any vacation pay). A deduction of one day from the vacation period and a corresponding reduction in pay will be made for each unjustifiable absence in excess of one day in any calendar month.

*Hourly wage rates* in effect immediately prior to the date of the agreement shall be increased, effective April 4, 1952, by 16½ cents per hour (this includes the 9 cents per hour cost-of-living allowance, now discontinued, paid under the terms of an amendment to the previous agreement). This increase brings the base or minimum hiring rate to \$1.435 per hour.

The terms of a Procedural Agreement, dated September 11, 1952, and executed at the same time as this agreement, provide for the establishment and application of a standard hourly wage scale. The scale is to be established commencing with the base or minimum hourly hiring rate for job class I (\$1.435) and progressing upwards from that point from job class to job class by equal increments of 4 cents per hour each. The job classification program and the establishment and installation of the standard hourly wage scale shall become operative March 31, 1954, or when completed, but adjustments based upon it will be made retroactive to the beginning of the first pay period commencing after April 1, 1953, and will be paid as soon as practical after the plan is in operation.

*Off-shift differential:* employees will be paid a premium of 5 (previously 3) cents per hour for work on the afternoon shift and of 7 (previously 5) cents per hour for work on the night shift.

Provision is made for an *apprenticeship plan*, *grievance procedure*, *seniority rights* and the *health and safety* of employees.

**Metal Products—Windsor, Ont.—Truscon Steel Company of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195.**

Agreement to be in effect from January 1, 1952, to December 31, 1953, and thereafter from year to year, subject to notice.

*Check-off:* voluntary but irrevocable.

*Hours:* 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of above hours and for work on Saturdays, Sundays and on Victoria Day; double time for work on 7 specified *paid holidays*. (Previously time and one-half was paid for work on 2 unpaid holidays and double time for work on 6 paid holidays.)

*Vacations with pay:* one week to employees with less than 3 years' seniority, 2 weeks to employees with more than 3 years' seniority.

*Wages:* the base wage rates of hourly rated employees were to be increased by 3 cents per hour effective May 4, 1952, and will be increased by an additional 3 cents per hour on January 1, 1953.

*Escalator clause:* in addition to the hourly basic rate employees will be paid a cost-of-living allowance based on the official cost-of-living index: for every 1.3 points rise in the index above 179.6 points they will



be paid an allowance of one cent per hour. Adjustments are to be made every 3 months, upwards or downwards, but no further downward adjustments will be made should the index fall below 179.7 points. Should the method of calculating the official Dominion Bureau of Statistics Cost-of-Living Index be changed, the index figures used shall be converted to a basis comparable with the basis for computing the above cost-of-living allowance.

**Shift differential:** employees who work on a night shift will be paid a shift differential of  $7\frac{1}{2}$  cents (previously 5 cents) per hour.

**Welfare plans:** the company agrees to pay one-half of the present cost of the Blue Cross Hospitalization Plan (on a standard ward basis) and of the Windsor Medical Services Plan covering the employee and his wife, and the total cost, for the employee only, of sickness and accident insurance up to \$21 weekly benefit with a maximum benefit period of 26 weeks with a 3-day waiting period, subject in all respects to the provisions of the insurance policy. The company will continue to contribute to the cost of the present Group Life Insurance as heretofore.

Provision is made for *grievance procedure and seniority rights*.

**Clay Products—Estevan, Sask.—Saskatchewan Minerals, Clay Products Division, and Clay Products Workers' Union, Local 3 (CCL).**

Agreement to be in effect from June 1, 1952, to June 1, 1953, and thereafter from year to year, subject to notice.

**Union security:** union shop.

**Check-off:** upon written request by the union, accompanied by signed authorization cards, the company agrees to deduct monthly from the pay of all union members all union initiation fees, monthly dues, assessments and levies and to remit same to the union.

**Hours:** for day workers (excluding employees engaged in kiln firing or in the power house)—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; for shift workers 8 per day, an average of 44 per week, with shift schedules on a 2-week basis. **Overtime:** time and one-half for the first 4 hours of work outside of the regularly assigned hours, double time thereafter and for work on the regularly assigned day of rest.

**Statutory holidays:** 9 specified holidays and any other day when nationally proclaimed and approved by the provincial government will be *paid holidays*. Work performed on such holidays will be paid for at double time and one-half.

**Rest and wash-up periods:** employees will be granted a 10-minute rest period during each half shift worked and, where circumstances warrant, a 5-minute wash-up period before the end of each shift.

**Vacations with pay:** 2 weeks annual leave after one year's service. For periods of less than one year, vacations shall be granted on a proportionate basis.

**Paid sick leave:** every employee shall accumulate sick leave credits to a maximum of one year at the rate of  $1\frac{1}{2}$  days for each calendar month, or major fraction thereof, of service. Credits will accumulate from the

date of commencement of employment but no employee shall be entitled to sick leave pay until he has completed 3 months of continuous service. No payment will be made with respect to the first day of absence in the third and succeeding periods of sickness in any one year.

**Accident compensation:** when an employee is injured in the performance of his duties during working hours, he will be paid the difference between the Workmen's Compensation Board payment and his regular wage rate for the first 6 months and 50 per cent of such difference for the next 6 months during which he is in receipt of compensation payments from the Workmen's Compensation Board.

**Hourly wage rates:** crusherman (primary or grog), drawer, hacker, screenman, tradesman's helper, transferman \$1.12; boiler fireman, car strapper, pugger, truck driver \$1.17; crusherman (secondary) \$1.22; bulldozer operator, fourth class engineer, lift truck operator, maintenance man \$1.27; third class engineer, machine operator II \$1.32; head engineer, shovel operator, tunnel kiln operator \$1.37; machine operator I, plant welder, plant electrician, plant mechanic \$1.42; timekeeper-storekeeper \$223.50 (per month). (The above hourly rates are 6 cents higher than the previous rates.) The principle of equal pay for equal work shall apply regardless of sex.

**Off-shift differential:** employees will be paid a shift differential of 6 cents for the second shift and 9 cents for the third shift.

Provision is made for *grievance procedure, seniority rights, the safety and health of employees and the establishment of a Union-Management Production Committee*.

## Construction

**Plumbers—Toronto, Ont.—Toronto Labour Bureau and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 46.**

Agreement to be in effect from May 31, 1952, to May 31, 1953, and thereafter from year to year, subject to notice.

**Union security:** employers shall give union members, or men willing and eligible to become members within 30 days, preference in employment. If union members are not available, employers may hire other journeymen and apprentices. Likewise, union members agree to work only for recognized plumbing and heating firms or shops and to give preference to firms or shops which are parties to this agreement.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for overtime until 12 midnight, double time thereafter and for work on Saturdays, Sundays and on 8 specified holidays and also on new construction. All overtime work of any emergency repair nature shall be done at the regular rate of pay up to 2 hours; if the work takes less than one hour and it is necessary to call a workman from his home he shall be paid for his travelling time to and from his home. If to finish a repair job on regular working days will not take more than one hour's time, it will be done at the regular rate of wages.



*Vacation pay* shall be at the rate of 4 per cent of wages.

*Hourly wage rates:* foreman \$2.40, journeyman \$2.15; apprentices, first year 30 per cent, second year 40, third year 50, fourth year 70, and fifth year 85 per cent of journeyman's rate. (The above rates for foreman and journeyman are 15 cents per hour higher than the previous rates.)

*Shift work:* to qualify as a "shift job", two full shifts must be worked in any 24-hour period, and each of these shifts must continue for at least 5 consecutive regular working days. A shift commencing at 8 a.m. shall work the regular 8 hours for 8 hours' pay; a shift commencing any time between 9 a.m. and 7 p.m. shall work 7 hours for 8 hours' pay, and a shift commencing anytime between 8 p.m. and 2 a.m. 6 hours for 8 hours' pay. No workman shall work more than one shift in any 24-hour period under these conditions.

*Out-of-town jobs:* when working in an area surrounding the city within 10 miles of the city limits, the employer shall pay any transportation charges over the city carfare and, in addition, a travelling time allowance of 8 cents per mile from city limits to the job and return; if the job is more than 10 miles from the city limits, an employee may be paid under this clause or "as weekly board", at the option of the employer. Where employees do not return daily, fares to and from work and travelling time up to a maximum of 8 hours per day shall be paid by the employer. However, where men leave the job of their own volition within 90 days such payments for returning to Toronto may be withheld. Room and board equivalent to the rate of 50 cents per hour worked, with a maximum of 8 hours per day, shall be paid. Room and board will be paid for statutory holidays, providing the men work a full 8 hours on the normal working days preceding and following the holiday. The cost of transportation to and from the job, but not travelling time, shall be paid every 2 months for jobs within 200 miles of Toronto, every 4 months for jobs within 400 miles, and every 6 months for jobs within 600 miles of Toronto. This shall be paid whether or not the workman actually return to Toronto.

*Apprentices* may be employed at the ratio of one apprentice to every 5 journeymen plumbers or 5 journeymen steamfitters or pipefitters. One junior mechanic only to be allowed in any shop to each branch of the trade except where there are more than 5 journeymen plumbers or 5 journeymen steamfitters or pipefitters employed, in which case one additional junior mechanic may be allowed to each additional 5 journeymen plumbers or 5 journeymen steamfitters or pipefitters.

Provision is made for *grievance procedure*.

## Transportation and Public Utilities

### Aircraft Maintenance Workers—Canada— Canadian Pacific Air Lines Limited and International Association of Machinists, Lodges 764 and 1813.

Agreement, as amended, to be in effect from February 1, 1952, to February 1, 1953, and thereafter from year to year, subject to 30 days' notice.

*Check-off:* voluntary and revocable.

*Hours:* 8 per day 5 days a week, a 40-hour week. When split shift work is necessary at field bases, every endeavour will be made to provide a spread of 8 working hours within a period of 12 consecutive hours in each 24-hour period. At certain specified field bases where this is not practicable because of the requirements of service, the hours may be spread by mutual agreement over 6 days per week and split shifts worked on the basis of 6½ hours per day within a spread of 12 consecutive hours in each 24-hour period. In such cases employees will be allowed a maximum of 7 additional days with pay to be taken in conjunction with their annual vacations. Line engineers, Domestic Lines, shall work on the basis of a normal work month of 170 hours of service including a maximum of 100 hours flying time. If being held at a line station for 24 hours or more when no work is required to be performed, a line engineer shall be credited with 8 hours of service for each full 24-hour period so held. *Overtime:* time and one-half for work in excess of the normal working day (except in the rotation of shifts) and for work on the assigned rest days (except where such days are being accumulated by an employee to be taken at a later day) and on 8 specified holidays. Line engineers flying in excess of 100 hours per month or working in excess of 170 hours, including flying time and work on the ground, shall be paid at the rate of time and one-half their classification rate and bonus for such overtime. (The previous agreement, which expired June 30, 1951, provided for a normal working week of 44 hours with straight time for the first 12 hours of overtime in any month and time and one-half thereafter.)

*Vacations with pay:* employees who have completed one year of continuous or cumulative service (243 days) shall be allowed 10 working days; thereafter they will be allowed one day's vacation for each 24 days' service in the previous year with a maximum of 10 working days per year.

*Minimum monthly rates of pay* for the periods February 1, 1952, to May 31, 1952, June 1, 1952, to September 30, 1952, and October 1, 1952, to January 31, 1953, respectively: crew chief \$330, \$335, \$345; subforeman \$320, \$325, \$335; air engineers, grade 1, \$270, \$275, \$285, grade 2, \$295, \$300, \$310, grade 3, \$310, \$315, \$325, grade 4, \$315, \$320, \$330; mechanics \$270 to \$295, \$275 to \$300, \$285 to \$310; helper \$215, \$220, \$225; learners, first 6 months \$145, \$150, \$155, second 6 months \$155, \$160, \$165 and so on to eighth 6 months \$230, \$235, \$245; cleaner 1, \$175, \$180, \$185; cleaner 2, \$215, \$220, \$225; cleaner aircraft interior \$161, \$166, \$171; janitor first year, \$166, \$171, \$176, thereafter \$181, \$186, \$191; truck driver, station attendant, first 6 months \$185, \$190, \$195, thereafter \$206, \$211, \$216; stockkeeper \$240 to \$280, \$245 to \$285, \$255 to \$295; issuer \$145 to \$200, \$150 to \$205, \$155 to \$210; stores carpenter \$215, \$220, \$225; building maintenance mechanic \$260, \$265, \$275; stationary engineer \$240, \$245, \$255; stationary engineer, in charge, \$280, \$285, \$295. Line engineers on domestic operations will receive their applicable classification rate which shall not be less than that for air engineer, grade 2, plus a bonus of \$20 per month. (The above rates for the period February 1, 1952, to

May 31, 1952, are \$15 per month higher than the rates paid prior to February 1, 1952.)

*Transportation* on company aircraft and over the lines of the Canadian Pacific Railway will be granted, when proceeding on annual vacation, in accordance with the regulations of the company.

Provision is made for *grievance procedure*, *seniority rights* and the *ratio* of junior positions to senior positions applicable to trade classifications.

**Telephones—Province of British Columbia—British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia.**

Agreement to be in effect from June 1, 1952, to May 31, 1954, and thereafter until terminated at any time by 2 months' notice. However, by giving notice within the 30-day period ending May 31, 1953, the question of a change in wage schedules may be re-opened by either party.

**General**

*Union security:* the agreement contains a maintenance of membership clause with the proviso that every present employee who is a member of the federation is to be given 30 days from date of signing the agreement in which to elect either to remain a federation member or to withdraw from the federation.

*Check-off:* voluntary and revocable.

*Holidays:* 9 specified paid holidays will be observed by employees of the Traffic and Plant Divisions; employees of the Clerical Division will be allowed an additional 2 paid holidays. However, an employee scheduled to but who does not work on a holiday shall not be paid for the holiday. After 12 months' continuous service, a temporary full time employee shall receive the same holiday awards as a regular employee, while a part time employee, who has worked 50 per cent or more of the basic hours (no such qualification required in the case of employees of the Operating Group in the Traffic Division), shall receive holiday awards under the same conditions as a regular full time employee and shall receive as holiday pay an amount equivalent to what he would have received had he worked.

*Vacations with pay:* regular full time employees will be granted 2 weeks after one year's service and 3 weeks after 10 (previously 15) years' service. New employees will be allowed five-sixths of a day for each month of service completed prior to May 1 immediately following their engagement; those starting work between December 16 and April 30 will receive pay in lieu of vacations when staff conditions make this necessary. Temporary full time employees and part time employees employed after May 15 shall receive 2 per cent of their earnings up to the following May 1 in lieu of vacations; thereafter they shall receive the same treatment (part time employees on a *pro rata* basis) as regular employees.

*Seniority:* arrangements of staff shall be made on the basis of ability, seniority, merit and service requirements. Seniority, under all circumstances, shall be given every consideration.

Provision is made for *grievance procedure*.

**Traffic Division**

*Hours:* Operating Group—hours of work vary with the different classes of offices and the different shifts from a minimum of 4½ hours to a maximum of 8 hours per shift. Cafeteria Group—8 per day 5 days a week, a 40-hour week; cafeteria employees will be allowed 2 paid 20-minute meal periods and check room attendants one paid 20-minute meal period in each 8-hour shift. *Overtime:* time and one-half for work in excess of a normal shift and for work on Sunday, double time for work on a holiday and, in the case of employees of the Operating Group, for work after 8 p.m. on Christmas Eve and New Year's Eve.

*Daily wage rates* for certain classifications: operators—class "A" offices from \$5.77 during the first 3 months to \$8.99 after 6 years; class "B" offices from \$5.52 during first 3 months to \$7.84 after 6 years; class "C" offices from \$5.15 during first 3 months to \$7.32 after 6 years; learners \$2.20; ticket carriers from \$4.88 during first month to \$6.11 after six months, learners \$2.20. (The above rates represent an increase of from 9 to 10 per cent over the rates previously in effect.) Differentials over corresponding operator's rates; position differentials—service assistants, first year 73 cents, second year 97 cents, third year \$1.20; teachers, first year 97 cents, second year \$1.20; senior and rate operators 50 cents, service observers 73 cents; clerks, class 1 73 cents, class 2 97 cents, class 3 \$1.20. Shift differentials—senior operator or service assistant in charge 75 cents and \$1, operator in charge 50 cents, night shift 70 cents, broken shift, ending before 8 p.m. 45 cents, ending at 8 p.m. or later 60 cents. An employee in charge of an office will be paid an appropriate differential, the amount varying with the class of office, the shift and the number of employees concerned.

At management's discretion, free meals and lodging shall be provided to employees required to stay on duty in cases of emergency.

When transferred at the request of the company an employee shall be paid travelling expenses and shall not suffer any loss in pay due to the time spent in travelling.

**Plant Division**

*Hours:* all groups—8 per day 5 days per week, a 40-hour week. *Overtime:* Craft Group—with certain exceptions, overtime payments will be made on the following basis: if called out for overtime work, double time with a 2-hour minimum; in case of continuing overtime, time and one-half for first 2 hours, double time thereafter; time and one-half for work on Sunday, except where employee is required to work 3 or more Sunday shifts in any 4-week scheduled period, in which case he will receive double time for the third and subsequent Sunday shifts. For work on a holiday shift employees will be paid double time and non-shift employees triple time. Building Service—time and one-half for work in excess of the normal working hours and for work on Sunday, double time for work on a holiday. Automotive Maintenance, Stores Group, Building Maintenance, and Miscellaneous Group—time and one-half for work in excess of normal working hours, double time for work on a holiday.

*Daily wage rates* for certain classifications: Craft Group—combination men class "B", facility men, line and station installers,



line and station repairmen, linemen from \$7.46 during first 3 months to \$16.78 after 6 years; cable splicers, central office maintenance men, combination men class "A", district repairmen, electricians, equipment installers, P.B.X. and P.A.B.X. installers and repairmen, shopmen, teletypemen from \$7.46 during first 3 months to \$17.06 after 6½ years; groundmen, splicer's helpers from \$11.44 during first 2 years to \$12.47 after 5 years; groundmen—heavy construction truck drivers from \$12.51 during first 2 years to \$13.58 after 5 years; factory workers (employees performing semi-skilled bench work such as assembly and disassembly of telephone instruments, instrument parts, wire and protectors) from \$9.43 during first 6 months to \$12.09 after 2 years. Employees working on a bridge, tower or other fixture at a height of 85 or more feet above the ground or on a catenary crossing with 3 or more fixtures shall receive, in addition to their regular rate, straight time for each hour worked. Employees in charge will be paid a differential of 23 or 46 cents per day, depending on the number and classification of employees under their supervision. Employees working evening shifts will be paid a *shift differential* of \$1, and those working night shifts of \$1.20, per shift. Building Service—equipment cleaners first year \$9.34, thereafter \$11.06; building servicewomen, first year \$7.06, thereafter \$7.74; building servicemen, first year \$9.04, thereafter \$10.74; building service engineers from \$10 to \$13.82; elevator operators from \$7.37 to \$7.98. Employees working evening shifts will be paid a shift differential of 15 cents, and those working night shifts of 20 cents, per shift. Automotive Maintenance—body and welding mechanics \$13.82, auto mechanics \$12.59 and \$13.52, tire repairmen \$12.59, service men \$10.43, auto mechanics' helpers, car washers \$10.12. Employees working evening shifts will be paid 60 cents, and those working night shifts 75 cents, per shift extra. Stores Group—storemen and combination storemen and drivers from \$9.04 during first 6 months to \$12.53 after 5 years; senior storemen \$13.52. Building Maintenance—plumbers \$16.03, building maintenance men \$15.35, painters \$13.52. A differential of \$1 per shift will be paid to employees working evening shifts and of \$1.20 to those working night shifts. An employee engaged in spray painting will receive 10 cents per hour extra. Miscellaneous Group—labourers \$11.04, special labourers \$11.53. (The above rates represent an increase of 11 per cent over the previous rates.)

**Board and lodging:** when an employee is assigned to work away from headquarters on a short term job (14 calendar days or less) board and lodging expense will be paid by the company. When assigned to a

long term job (15 calendar days or more) the employee will be paid an allowance of \$3.50 per calendar day and he shall pay his own board and lodging expense or, if he elects, the company shall pay his board and lodging expense and deduct from his pay \$1.50 per day for each day worked. When conditions make it necessary that the company furnish board and lodging, \$1.50 per day for each day worked shall be deducted from the employee's pay. When an employee is in charge of any other employees the company shall pay his board and lodging expense without deduction.

Provision is made for *transportation* and an *apprenticeship plan*.

#### *Clerical Division*

**Hours:** 7½ per day any 5 consecutive days Monday to Saturday, a 37½ hour week. **Overtime:** on a normal working day, for one or more hours a meal allowance of \$1, for 2 or more hours straight time plus a meal allowance of \$1; on Saturdays and Sundays straight time with a meal allowance of \$1 if the work exceeds 4 hours with an additional \$1 if it exceeds 9 hours; double time for work on a holiday with a meal allowance of \$1 after 4 hours, and an additional \$1 after 9 hours, of overtime.

**Daily wage rates:** group 1 (messenger boy or girl, office boy or girl) \$5.12 and \$5.42; group 2 (mail messenger) \$5.74 to \$7.03; group 3 (card record clerk, toll ticket sorter, typist, utility clerk, etc.) \$6.39 to \$8.32; group 4 (addressograph clerk, library clerk, mail clerk, public relations clerk, etc.) \$6.69 to \$8.95; group 5 (applications clerk, inquiry clerk, payroll clerk, proof reader, receptionist, stenographer, teller, etc.) \$7.03 to \$9.58; group 6 (advertising clerk, comptometer operator, control clerk, development engineering clerk, employment clerk, etc.) \$7.34 to \$10.22; group 7 (senior addressograph clerk, collection clerk, payroll control clerk, staff administration clerk, senior stenographer, etc.) \$7.97 to \$11.17; group 8 (district commercial clerk, senior control clerk, senior directory clerk, etc.) \$8.61 to \$12.45; group 9 (senior district commercial clerk, secretarial stenographer, etc.) \$9.25 to \$13.09. Table A (driver and auto messenger, stationary clerk) \$7.34 to \$11.17; table B (accounts analysis clerk, coin box collector, field representative, multilith operator, etc.) \$7.97 to \$12.45; table C (directory production clerk, field draughtsman, purchasing clerk, etc.) \$8.61 to \$13.72; table D (commercial engineering clerk, senior draughtsman, estimate clerk, statistical and materials clerk, switchboard installation clerk, etc.) \$9.25 to \$14.37; table E (bookkeeper, senior audit clerk, senior statistical clerk, salesman, etc.) \$9.89 to \$15. (The above rates represent an increase of 9 per cent over the previous rates.)

The Quebec Labour Relations Board has reported that 199,965 workers were covered by the 1,303 collective agreements in effect in the province on September 30.

In its monthly report to the Hon. Antonio Barrette, Quebec Minister of Labour, the Board announced that during

September 51 contracts covering 6,192 workers were signed. Of this number, 41 resulted from friendly negotiation, eight were signed after conciliation proceedings and two after arbitration.

During the month, the Board investigated 27 charges of anti-union practices.



# Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one new agreement, the correction of another, and the amendment of 12 others. In addition to those summarized below, they include: the correction of the agreement for the wholesale fur industry at Montreal and the amendment of the agreements for the building trades at Hull, for retail stores at Roberval and for retail food stores at Quebec, published in the *Quebec Official Gazette* of October 4; the amendment of the agreements for the building trades at Three Rivers and for retail stores at Quebec, in the issue of October 11; and the amendment of the agreements for retail stores at Asbestos and for the building trades in the counties of Drummond, Arthabaska and Nicolet, in the issue of October 18.

A request for a new agreement for barbers and hairdressers at Chicoutimi was gazetted October 4 and requests for the amendment of the agreements for bakers and for retail stores at Quebec were gazetted October 11; requests for the amendment of the agreements for the building materials industry and for the furniture industry in the province and for the building trades (plumbers' section) at Montreal were gazetted October 18.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

## Manufacturing

### Wholesale Fur Industry, Montreal

An Order in Council, dated September 25, and gazetted September 27, amends the previous Order in Council for this industry (L.G., Nov., 1950, p. 1902). Agreement to be in effect from September 27, 1952, until April 30, 1954, and thereafter from year to year, subject to notice.

**Minimum wage rates** to be in effect immediately after the vacation period fixed for the first week of August: cutters \$60 and \$70 per week; operators (male) \$48 and \$60, operators (female) \$38 and \$47; trimmers \$41 and \$48; blockers \$37 and \$48; finishers (male) \$46 and \$55, finishers (female) \$37 and \$44; apprentice cutter \$48; lining cutters (or those who cut and sew) \$41; lining operator \$36; examiner \$42 and \$52; employees engaged in trimming or padding collars \$37; closers on first or second class work will receive the wages of a first class operator. Wage rates for apprentices (male or female) from \$18 per week in first 6 months to \$24 per week in fourth 6 months and thereafter the wages of a second class worker. (The above rates are from \$3 to \$6 per week higher than those previously in effect.) Employees receiving wages in excess of the minimum fixed in the scale of wages of this agreement will receive an increase of 6 per cent on their weekly salary, with a minimum increase of \$3 per week. However, the increase for apprentices or tapers receiving above the minimum fixed by the scale of wages is \$2.50 per week.

## Construction

### Building Trades, Chicoutimi and Neighbouring Counties

An Order in Council, dated September 25, and gazetted October 4, amends the previous Orders in Council for this industry (L.G., March, 1951, p. 358, May, p. 691, Sept., p. 1251, Dec., p. 1672; Jan., 1952, p. 56, April, p. 452, Nov., p. 1480, and previous issues).

**Regular hours** are unchanged at 8 per day, 48 per week.

**Overtime:** in zone I, time and one-half for all time worked in excess of 9 hours per day for all workers including plumbers and steamfitters who were previously only paid time and one-half for work in excess of 10 hours per day. However, between April 1 and September 30 of each year employers not wishing to work Saturday afternoons may have employees work 10 hours per day Monday through Friday, 5 hours Saturday morning. In such case time and one-half will be paid for all time worked in excess of 10 hours per day, Monday through Friday, and for work on Saturday afternoon. In zone I-A, time and one-half for all time worked in excess of 10 hours Monday through Friday, or in excess of 5 hours Saturday morning. (In zone I-A previously only plumbers and steamfitters were paid time and one-half for work on Saturday after 12 noon.)

*Minimum hourly wage rates* in zones I, II, III and III-A are increased by 10 cents per hour for all classifications with the exception of electricians, plumbers and steamfitters whose rates are increased by 15 cents per hour; in zone I-A minimum wage rates are 5 cents per hour higher in all cases. Minimum weekly wage rates for time keepers are increased from \$40 to \$50 per week in zone I but remain unchanged at \$35 per week in zones I-A, II and III, and at \$40 per week in zone III-A; rates for material checkers are increased from \$40 to \$50 per week in zone I but are unchanged at \$40 per week in zones II, III and III-A. New classifications are added to the table of minimum wage rates as follows: loose cement loader, unloader and handler \$1.35 per hour in zone I, \$1.25 in zone II and III and \$1.35 in zone III-A; service truck driver (under 3 tons) for 54 hours of work \$50 per week in zone I and \$40 in zones II, III and III-A; patrolman (60 hours per week of 6 days) \$55 per week in zones I, II, III and III-A and when Sunday work is included in the work week \$60 per week in all 4 zones shown above. On construction contracts involving 2 or 3 shifts all workers will be paid a premium of 5 cents per hour for work done between 7 p.m. and 6 a.m. (This last provision is new.)

*Cost of living wage adjustment clause:* a new clause supersedes the provision formerly in effect: taking 187 points as a basis, the minimum rates for all trades will be adjusted according to the fluctuations in the Federal cost-of-living index as follows: for each 5 whole point increase or decrease the minimum rates will be adjusted by 5 cents per hour.

*Minimum weekly wage rates* for permanent employees in cities, towns and municipalities within the limits of zones I and I-A are \$3 per week higher as follows: tradesmen \$53, common labourers \$48; within the limits of zones II and III \$2 per week higher as follows: tradesmen \$47, common labourers \$42.

*Vacation with pay:* in zone I-A, effective January 1, 1953, all workers will be entitled to a vacation payable on January 1, 1954 at 2 per cent of the wages earned during the current year. (This provision is new.)

### Plumbers, Hull and District

An Order in Council, dated September 25, and gazetted October 4, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 874, Nov., p. 1247; Oct., 1949, p. 1248; Oct., 1950, p. 1680; Nov., 1951, p. 1539; Feb., 1952, p. 179).

*Minimum hourly wage rates* are from 5 to 25 cents per hour higher than those previously in effect and are now as follows: master plumber (personal services) \$2.75 per hour in zone I, \$2.25 in zone II; plumber, steamfitter (hot water or steam)—senior journeyman \$1.85 in zone I, \$1.25 in zone II; apprentices from 50 cents per hour in first year to 85 cents in fourth year in zone I, from 40 to 75 cents per hour in zone II. Minimum rates for welder \$1.25 in zone I and \$1.05 in zone II are unchanged, and the rates for junior journeyman plumbers, steamfitters \$1.15 in zone I and 90 cents in zone II are the same as those formerly in effect for this occupation during second 6 months. The progressive periods for junior journeymen plumbers, etc. first and second 6 months are deleted. The

classification welder mechanic \$1.85 in zone I, \$1.25 in zone II is added to the table of minimum rates.

### Building Trades, St. Jean and Iberville

An Order in Council, dated September 25, and gazetted October 4, amends the previous Orders in Council for this industry (L.G., July, 1950, p. 1053, Nov., p. 1905; July, 1951, p. 977; May, 1952, p. 610, Aug., p. 1084, and previous issues) by providing for certain revisions in the minimum wage scale as follows: the classification floor finishing helper and apprentice 95 cents per hour is replaced by junior journeyman (first year) \$1.05 per hour. The minimum wage scale for apprentices is extended by the addition of floor finisher, linoleum, rubber, asphalt or equivalent (sheet or tile) from 80 cents per hour in first year to 95 cents in third year.

### Trade

#### Retail Stores, Chicoutimi

An Order in Council, dated October 2, and gazetted October 11, makes obligatory the terms of a new agreement between "L'Association des Détaillants de Produits Alimentaires de Chicoutimi, Inc."; "L'Association professionnelle des Marchands détaillants de Chicoutimi" and "Le Syndicat national des Employés de Magasins de Détail de Chicoutimi (section féminine)"; "Le Syndicat national des Employés de Magasins de Détail de Chicoutimi (section masculine)". Agreement to be in effect from October 11, 1952, until May 1, 1953, and thereafter from year to year, subject to notice. The terms of this agreement are similar to those previously in effect and summarized in the LABOUR GAZETTE of September, 1946, and further amended (L.G., Sept., 1947, p. 1308; Nov., 1948, p. 1248; Dec., 1949, p. 1559; Dec., 1951, p. 1673), and corrected in the *Quebec Official Gazette* of October 20, 1951, with the exception of the following:—

*Industrial jurisdiction* is extended to include restaurants, cafes, etc., operating continuously or seasonally, situated or not in commercial or industrial establishments.

*Hours* remain unchanged as follows: in groceries, butcher shops, grocer-butcher shops, licensed groceries, restaurant-groceries—50 per week for female employees, 53 for males; in other retail stores—47 per week for females, 50 for males.

*Overtime:* time and one-half, as previously in effect. However, it is now provided that double time will be paid for work on Sundays and specified *paid holidays*. (Not applicable to restaurants, etc.)

*Minimum weekly wage rates* are unchanged in most cases. However, rates for female clerks during the second 6 months and in the second year of employment are reduced by 50 and 75 cents per week respectively; female employees of this category with 4 or more years' experience  $\frac{1}{2}$  class "A" will now receive \$30 instead of \$25 per week as formerly,  $\frac{1}{2}$  class "B" \$27 per week as previously and  $\frac{1}{2}$  class "C" \$25 instead of \$30 per week as previously; male clerks with 5 or more years' experience  $\frac{1}{2}$  class "A" will now receive \$40 instead of \$35 per week as previously,  $\frac{1}{2}$  class "B" \$37 as previously and  $\frac{1}{2}$  class "C" \$35 instead of \$40 per week as previously.



*Cost-of-living wage adjustment clause* is unchanged and provides for a \$1 per week increase or decrease for each 3-point rise or fall in the cost-of-living index for Canada (base 182 points) published by the Federal Bureau of Statistics. However, there will be no reduction below the 182 point level.

*Vacation with pay:* one week after one year of service; after 2 year's service, one week with pay annually and an additional day for each year of service up to a 15-day vacation with pay. Double time to any employee whose services cannot be dispensed with to permit a vacation period. However, it is now provided that after 10 years' service employees will be entitled to 3 weeks' vacation with pay each year, the third week to be taken at a time set by the employer. (Restaurant and food establishment employees are in no case entitled to more than 15 days of vacation.)

*Special provisions governing restaurants and restaurant employees:—*

*Hours:* 52 per week for male and female employees. Employees are entitled to one day off each work week and all work will cease at 1 a.m.

*Overtime:* straight time for work in excess of regular work week.

*Minimum weekly wage rates:* manager \$60 per week; assistant manager, cook \$50; cook's helper (first year), female cook, cashier \$30; cook's helper (second year) \$40; female cook's helper (first year) \$20; female cook's helper (second year) \$25; female cashier \$24; waitress or counter clerk from \$20 per week in first year to \$24 in fifth year; dishwasher 46 cents per hour.

Other provisions governing uniforms, meal allowances, breaking of dishes and cleaning of floors are included in this agreement.

## Service

### Hospital and Charitable Institution

#### Employees, Quebec District

An Order in Council, dated October 8, and gazetted October 18, amends the previous Orders in Council for this service (L.G., Oct., 1949, p. 1248; March, 1951, p. 359; May, 1952, p. 611, and previous issues) by the addition of "L'Association des Employés d'Hôpitaux de Drummondville, inc." to the list of contracting parties.

# Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, etc.\* include three new schedules and the amendment of four others. In addition to those summarized below, they include: in Ontario, a new schedule for the barbering industry in the Kitchener-Waterloo zone, published in the *Ontario Gazette* of June 21.

\*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August, 1951, p. 1110.

## NEW BRUNSWICK

### Construction

#### Electrical Workers, Moncton

An Order in Council, approved June 20, and gazetted July 23, makes binding the terms of a new schedule for electrical workers in the city of Moncton and within a radius of 5 miles from the city Hall and including the village of Dieppe, to be in effect from July 1, 1952, to March 31, 1953.

*Hours:* 8 per day, Monday through Friday, 40 per week (a reduction of 4 hours per week). Hours during *special working periods* will not exceed in the aggregate 7½ hours on Monday through Friday. (The previous schedule provided for work on Saturday till noon as a regular working day and for work on Saturdays, not exceeding in the aggregate 3½ hours, as special working periods.)

*Overtime:* \$2.17 per hour for work done during the first 8 hours on a regular working day (previously 4 hours) other than during a regular working period or a special working period; double time thereafter and for work on Saturdays, Sundays, and 9 specified holidays. Work on Labour Day is prohibited.

*Minimum hourly wage rate* for work during a regular working period is increased from \$1.25 to \$1.45 per hour; for work during a *special working period* from \$1.33 to \$1.55 per hour.

This schedule will not apply to any employee who is engaged to do the work of a maintenance man and who is in receipt of a regular salary, nor to linemen.



## ONTARIO

### Construction

#### Carpenters, Ottawa

An Order in Council, dated September 4, and gazetted September 20, makes binding the terms of a new schedule for the carpentry industry in the Ottawa zone, to be in effect from September 30, 1952, during pleasure. The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE* of June, 1951 with the following exception:—

*Minimum hourly wage rate* is increased from \$1.30 to \$1.65 per hour for a regular work week of 40 hours.

## SASKATCHEWAN

### Manufacturing

#### Bakery Products, Moose Jaw

An Order in Council, dated September 18, and gazetted October 3, amends the previous Order in Council for this industry (L.G., March, 1952, p. 300). Amendment to be in effect from October 13, 1952.

*Hours* for all employees other than salesmen, are reduced from 44 to 43 per week effective after February 2, 1952.

*Minimum weekly wage rates* are from \$2 to \$3 per week higher and the new rates for certain classifications are now as follows: doughman and cake mixer, ovenman \$51.50 per week; bench and machine hands \$48.50; shipper \$49.50; bread wrapper \$46.50; finishers, cake wrappers (female) and box makers \$38; maintenance man \$51; barnman \$45; truck driver \$46; stenographer \$38.50. Guaranteed minimum rate for outside salesmen is unchanged at \$30 per week but the \$2.50 per week plus certain specified commissions on all retail and wholesale sales is increased to \$3 per week, plus commissions on all sales (commission rates unchanged).

### Construction

#### Painters, Saskatoon

An Order in Council, dated June 17, and gazetted July 25, amends the previous Order in Council for this industry (L.G., May, 1949, p. 605). Amendment to be in effect from August 4, 1952.

*Minimum hourly wage rate* is increased from 90 cents (L.G., May, 1949) to \$1.40 per hour for all employees except apprentices.

The section of this schedule which previously specified public holidays and that section referring to payment for such holidays (as provided by the Minimum Wage Board's Order) are deleted.

#### Carpenters, Moose Jaw

An Order in Council, dated August 20, and gazetted September 15, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1663; June, 1948, p. 622; Nov., 1950, p. 1907; Nov., 1951, p. 1541). Amendment to be in effect from September 15, 1952.

*Overtime:* time and one-half for the first 4 hours worked in excess of regular hours; double time thereafter and for work on Saturday, Sunday or any public holiday. (Previously time and one-half for all overtime and double time and one-half for work on any public holiday.)

*Minimum hourly wage rate* is increased from \$1.55 to \$1.72 per hour effective until August 31, 1952; commencing September 1, 1952, the above rate will be further increased to \$1.73, from November 1, 1952, to \$1.74 and from January 1, 1953, to \$1.75 per hour.

The sections of this schedule previously specifying public holidays and payment for same are deleted.

## ALBERTA

### Construction

#### Carpenters, Grande Prairie

An Order in Council, dated August 25, and gazetted September 15, amends the previous Order in Council, for this industry (L.G., Nov., 1947, p. 1664).

*Overtime:* double time for work on Sunday and 8 specified holidays (an increase of 4). (Time and one-half for other overtime work as previously in effect.)

*Minimum hourly wage rates* for first class carpenters are increased from \$1.10 (L.G., Nov., 1947) to \$1.50 per hour, second class carpenters from 85 cents to \$1.25 per hour and labourers from 70 cents to \$1 per hour.

(Continued from page 1572)

Mr. Green was an early and active foe of communism, particularly where it involved infiltration into labour unions.

He was the author of *Labour and Democracy*. In 1930 he was awarded the Roosevelt Memorial Association medal for service in keeping industrial peace.

The Hon. Milton F. Gregg, Minister of Labour, in a statement issued at the time of Mr. Green's death, expressed the "profound regret" of the Department of Labour on learning of his passing. The death of William Green and Philip

Murray, he said, "will leave a void in the leadership of the two major labour organizations on this continent".

Mr. Meany, successor to Mr. Green, had performed the duties of AFL President for several months while Mr. Green's health was failing. A former plumber, he is a veteran union leader with 30 years' experience in various labour posts.

Mr. Meany was succeeded as Secretary-Treasurer by William F. Schnitzler, President of the Bakery and Confectionery Workers International Union of America.

## Labour Legislation in New Brunswick and Prince Edward Island in 1952

In New Brunswick, changes made in workmen's compensation and labour relations laws; provision made for check-off of union dues in coal mines. In Prince Edward Island, compensation rate for disability was raised under Workmen's Compensation Act to 75 per cent of earnings

### NEW BRUNSWICK

The New Brunswick Legislature, in session from February 19 to April 29, raised widows' and children's benefits under the Workmen's Compensation Act and the minimum weekly payment to a worker who is temporarily disabled.

Amendments were made to the Labour Relations Act to enable the Labour Relations Board to obtain adequate information in certification cases and to make regulations determining when a person is a member in good standing of a union. An amendment to the Mining Act provided for the voluntary revocable check-off of union dues in the coal-mining industry.

An Old Age Assistance Act and a Blind Persons Allowance Act were passed.

### Workmen's Compensation

Several of the benefits payable under the Workmen's Compensation Act to the dependants of a deceased workman were increased. Amendments to the Act raised the monthly allowance for a widow or invalid widower from \$40 to \$50, for each child from \$10 to \$12, and for each orphan child from \$20 to \$25. Payments to a child, other than an invalid child, are made to the age of 18 years unless the child ceases to attend school regularly. A new section provides that the invalid child of a deceased workman will receive compensation throughout his lifetime or until he ceases to be an invalid. The former provision was that compensation was payable so long as the Board considered the workman would have contributed to the child's support.

Where a workman suffers temporary total disability as the result of an industrial accident or disease, his compensation equals 66 $\frac{2}{3}$  per cent of his average earnings.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

A limit of \$3,000 is set on the amount of annual earnings to be taken into account in computing compensation and a weekly minimum amount of compensation is fixed for the worker with a low income. Previously, this minimum was \$12.50 per week, or total average weekly earnings, if less than \$12.50. A worker temporarily totally disabled must now receive at least \$15 per week, or the total amount of his average weekly earnings if less than \$15.

### Labour Relations

A new subsection was added to the Labour Relations Act to provide that the membership records of a trade union produced in a proceeding before the Labour Relations Board are for the exclusive use of the Board and its officers and may not be disclosed, except with the Board's consent. Further, unless the Board gives its consent, no person may be compelled to disclose whether any person is or is not a member of a trade union or whether he desires or does not desire to be represented by a trade union.

A further amendment to the Act permits the Board, with the approval of the Lieutenant-Governor in Council, to make rules determining when a person is to be deemed a member in good standing of a trade union.

Provision is now made for the appointment of an examiner to obtain evidence for the use of the Board in a case where



an application for certification is contested. An examiner may be appointed by the Board or by an executive committee of the Board, composed of its chairman and secretary. The Board may receive and act upon the evidence of an examiner and may also receive as evidence a written report of any of its officers on any matter to be determined by it.

The purpose of these new provisions is to enable the Board to obtain the necessary evidence for determining whether a union has majority support in a proposed bargaining unit and so is entitled to certification. In an action brought by the Gorton-Pew Company (L.G., 1952, p. 613), the New Brunswick Appeal Court quashed the Board's order certifying a fish handlers' union, holding that the Board had failed to make a proper inquiry into the qualifications of the applicant, which, in the view of the Court, was not a properly constituted trade union.

This case led also to the inclusion in the Act of a provision that no application to set aside any proceeding for irregularity may be allowed unless made within a reasonable time, or if the party applying has taken a fresh step after knowledge of the irregularity. The Gorton-Pew Company had made several charges of irregularity in the procedure of the Board which were upheld by the Court.

The section authorizing a municipal council by resolution to permit any group of employees of the municipal corporation to bargain collectively under the Act was amended to allow the council to bring under the Act also the employees of any board or commission appointed by the council.

### Check-off in Coal Mines

An amendment to the Mining Act, proclaimed in force August 1, provides for a voluntary revocable check-off of union dues in the coal-mining industry.

A coal mine operator is required to comply with a written request of any of his employees to retain union dues from his wages and to pay this sum to a designated person. The request may be cancelled by the employee at any time by a notice in writing to the employer.

This is the first statutory provision in New Brunswick for a check-off. Six provinces have such a provision in their labour relations Acts.

### Vocational Education

An amendment to the Vocational Education Act removed the limit of \$4,000,000 established in 1950 on the loans which may be raised by the Government to reimburse vocational committees for expenditures on buildings used for vocational education purposes.

### Old Age and Blind Persons' Assistance

The Old Age Assistance Act authorizes the provincial Government to participate on a 50-50 basis with the federal Government in the provision of old age assistance pensions of \$40 a month to needy persons between 65 and 69 years of age. The Blind Persons Allowance Act authorizes a provincial contribution of 25 per cent of the cost of allowances of \$40 a month to blind persons over 21 years of age.

Since the administration of the joint assistance programs is the responsibility of the provinces, both the Acts contain administrative provisions. Under the authority of the Minister of Health and Social Services, a Director and a three-member Board of which he is the chairman are responsible for considering applications and for paying both types of assistance.

The two Acts are retroactive to January 1, 1952.

### Mothers' Allowances

A slight change was made in the conditions of eligibility for a mother's allowance. Previously, for a woman deserted by her husband to be eligible for an allowance, the husband must have been a resident of New Brunswick at the time of desertion. This restriction has now been removed. As before, the woman must have been deserted for at least two years immediately before she applies for an allowance.

The definition of "resident" in the Mothers' Allowances Act was amended so that absence from the province not exceeding 12 months will not deprive a person of status as a resident, provided that he has his main place of abode in the province, to which he intends to return. Previously, absence up to six months only was permitted.

### Rent Control

The Municipal Rent Control Act, under which a municipal council may make by-laws regulating maximum rentals and may appoint a Rental Authority and a Rental Appeal Board to be responsible for regulating rentals under the by-laws, was extended to April 30, 1953.



## PRINCE EDWARD ISLAND

The Prince Edward Island Legislature, which met from March 11 to April 9, increased the rate of compensation payable for disability under the Workmen's Compensation Act from 66 $\frac{2}{3}$  to 75 per cent and raised the allowance for orphan children of deceased workmen.

A new Act provides for the training and licensing of nursing assistants. The Social Assistance Act establishes a Social Welfare Board to co-ordinate provincial and municipal assistance to needy unemployable persons.

### Workmen's Compensation

Amendments to the Workmen's Compensation Act increased the percentage rate of compensation for disabled workmen and raised the allowance payable to orphan children of deceased workers.

A workman permanently and totally disabled as the result of an industrial accident will now receive during his lifetime a weekly payment equal to 75 per cent of his average weekly earnings before the accident. For permanent partial disability, the compensation will be a weekly payment of 75 per cent of the difference in the workman's average earnings before and after he was disabled. Compensation for temporary total or partial disability is computed in the same way but is paid only as long as the disability lasts. Previously, compensation for disability was calculated at the rate of 66 $\frac{2}{3}$  per cent of average earnings or of the difference in average earnings before and after the accident.

The monthly allowance payable to an orphan child is now \$25 a month, with a maximum of \$100 a month to a family of orphans. Previously, the allowance was \$20 a month for each orphan child.

### Licensing of Nursing Assistants

The Licensed Nursing Assistants Act, which came into force September 1, provides for the licensing and registration of nursing assistants and prohibits unlicensed persons from practising as nursing assistants in the province. A nursing assistant may be employed by a private individual, a hospital or a health agency to care for or assist in the care of the sick; in private homes she must be prepared to give household assistance when necessary. She may work only under the direct orders of a licensed physician or the supervision of a registered nurse.

An Executive Committee is established which includes persons appointed by the

Government, one member from each of the Registered Nurses' Association, the Medical Association and the Provincial Hospital Association and two members from the licensed nursing assistant group. This Committee is responsible for exercising general supervision of the educational program for nursing assistant students, for the standards for applicants for training, and for the arrangements with hospitals for giving clinical experience to students. It must also prescribe the form of licence and make regulations dealing with fees and other matters, subject to the approval of the Lieutenant-Governor in Council. It must appoint five of its members to form a Credential Committee, to be in charge of issuing, suspending and cancelling licences, and a registrar, whose duties include the inspection of hospitals where student nursing assistants are to receive their clinical experience.

An applicant for a licence must be at least 19 years of age. She must have taken a course of training at a recognized school for nursing assistants, have had clinical experience of the prescribed length of time in a designated hospital, and have passed an examination in the prescribed subjects, or must present satisfactory evidence of competency as a nursing assistant in another province or country. The Executive Committee may issue a licence if satisfied that the applicant is suitable.

A person who has practised in the province for at least two years before the coming into force of the Act may be issued a licence on application if able to prove to the satisfaction of the Committee that he or she has the qualifications and competency required by the Act.

Every licensed nursing assistant may apply to the registrar to be enrolled in the register, which is to be published annually. Upon payment of the prescribed fee, he will issue to her a certificate showing that she is a licensed nursing assistant and the date upon which her enrolment expires. To remain on the register, enrolment must be renewed annually on the payment of the prescribed fee.

A written complaint against a nursing assistant must be sent to the Credential Committee, which will hold a preliminary inquiry and, if necessary, report it to the Executive Committee for further investigation. This Committee, after due investigation of the complaint, and after reasonable notice has been given to the nursing assistant and evidence has been

heard by or on behalf of the complainant, may either reject the complaint or revoke the licence of the offender.

A person practising as a nursing assistant without a licence is liable to a fine not exceeding \$50. For any other contravention of the Act, a fine of up to \$100 may be imposed.

Prince Edward Island is the fifth province to require the licensing of nursing assistants. Alberta, British Columbia, Manitoba and Ontario have enacted similar legislation, beginning with the Manitoba Act of 1915.

## Social Assistance

A new Social Assistance Act establishes the Social Welfare Board to co-ordinate the assistance given by the province and the municipalities to indigent unemployable persons and their dependants. The amount and type of aid to be given will henceforth be determined by the Board.

The Social Welfare Board consists of a Minister designated by the Lieutenant-Governor in Council, the Deputy Minister of Welfare, the Chief Welfare Officer, the Directors of Social Assistance, Mothers' Allowances, Old Age Assistance and Child Welfare, and such other persons, not exceeding three, as the Lieutenant-Governor in Council may appoint. The Director of Social Assistance must report annually on the administration of the Act through the Minister to the Legislature.

The aid to be given to unemployable persons may include the payment of money, the furnishing of goods or services, or any other assistance authorized by the Board where the aid is granted by the province, or authorized by the council of a municipality where the aid is granted by the municipality. The Board has power to prescribe the extent of assistance and the conditions under which it may be granted, and to carry out any measures it considers necessary for giving aid to needy persons. Provincial assistance may be paid on the certificate of the Director out of funds voted by the Legislature for the purpose. Either the Board or the council of a municipality may determine who is an indigent person requiring aid but in case of conflicting opinions the decision of the Board will rule.

The council of a municipality may grant aid to an indigent resident, subject to such regulations as it may prescribe that are approved by the Board. The consent of the Minister is required for the giving of assistance to any person who is not a resident.

To be considered a resident, an adult person who is single or who is the head of a family must have been in the community in which he has most recently resided for at least 365 days continuously or for two or more periods totalling at least 365 days without having received public assistance during that period. "Public Assistance" is defined as financial aid or aid in kind granted by a public agency to provide a needy person with the necessities of life, and includes old age security and old age assistance, blind persons' pensions, mothers' allowances, poor relief, unemployment relief, war veterans' unemployment assistance except pensions and superannuation, maintenance of neglected and dependent children including foster home care, dependants' allowances paid by the Department of National Defence to relatives of members of the Armed Forces, pay assigned by a member of the Armed Forces where a dependant's allowance is payable to the assignee, and financial or other aid granted by any private agency designated by the Board.

In the case of a married man, the place where his family lives will be considered his residence, even though he is absent for long periods in the course of his employment, as long as he does not establish another permanent place of abode. In the case of a single person who has no permanent place of abode, the place where he spends the greatest portion of his time will be considered his residence. Every person who has or has had a residence in a municipality or a rural community will be deemed to remain a resident of it until he has established residence elsewhere. No municipality or person may cause an indigent person to be transported from one municipality to another for the purpose of transferring the burden of his care except at the request of the other municipality or of the Minister. If a dispute arises as to the residence of any person, the Minister's decision is final.

The Board is authorized to enter into a reciprocal agreement with any other province for the provision of aid. Under such an agreement, the Board may undertake to give assistance on behalf of another province to any person in Prince Edward Island who has not yet acquired residence, and may reimburse another province for assistance given to any person in that province who has not acquired residence there and who is entitled to receive aid from Prince Edward Island under this Act. When such a person applies to the other



province for aid, the Board may either authorize the granting of aid there or request that the applicant be repatriated to his municipality of residence in Prince Edward Island.

Provision is made for the registering of the name and address of each recipient of assistance in the office of the Prothonotary of the Supreme Court. Any money given to a recipient will be a lien against his land, in favour of the Director, which may be enforced in the same manner as a judgment of the Supreme Court.

The Lieutenant-Governor in Council may make regulations for the purpose of carrying out the provisions of the Act. These must be tabled each year in the Legislature within 15 days after the opening of the session.

#### Old Age and Blind Persons' Assistance

A new section in both the Old Age Assistance Act and the Blind Persons Act provides that the receipt of the assistance or allowance will not disqualify a person from voting in a provincial or municipal election.

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## Legal Decisions Affecting Labour

**Quebec judgment deals with right to recover workmen's compensation costs from third party responsible for accident, another with duty of Labour Relations Board to give fair hearing. For the first time, a court enforces order under New York State's anti-discrimination law**

In a case concerning the injury of an employee of a contractor engaged in erecting a government munitions plant in 1942, it has been held by a Quebec court that the Government, which had paid the compensation, had no right to recover damages from a third party responsible for the accident.

The Quebec Superior Court has held that the Labour Relations Board exceeded its jurisdiction in certifying a union without proper examination of the employer's claims.

An employment agency in New York has been required to comply with an order of the Commission Against Discrimination.

### Quebec Court of Queen's Bench, Appeal Side ...

**...reverses judgment allowing Canadian Government to recover costs in workmen's compensation case**

The Quebec Court of Queen's Bench, Appeal Side, on March 27, 1952, allowed the appeal from a judgment of the Superior Court which would have permitted the Government of Canada to recover the sum paid as compensation to an injured workman from a third party responsible for the accident. The Court of Queen's Bench held that the injured man was not a government employee and that the Crown had not acquired his right of action against the man responsible for his injury.

The Government of Canada, on October 6, 1942, had signed a contract with Defence Industries Limited for the construction of a munitions factory in Montreal. This company turned the job over to a contractor, Angus Robertson Limited. Fecteau, an employee of this contractor, was injured

by a truck in an accident for which Dulude, the truck owner, was responsible. The injured man claimed workmen's compensation instead of bringing an action for damages. The Quebec Workmen's Compensation Commission issued an order on November 30, 1943, assessing the compensation for his permanent partial disability at \$2,642.50, to be paid by Angus Robertson Limited.

The federal Government, which actually paid a total of \$3,299.38 for hospital and medical expenses and compensation to the injured man, brought an action in the Superior Court to recover this sum from Dulude. On January 9, 1950, the Superior Court upheld the Government's claim. From this judgment Dulude appealed to the Court of Queen's Bench.

The Government's case was based on the assumption that Fecteau was a government employee within the meaning of the Government Employees Compensation Act.



This statute provides that an employee of the federal Government who is injured by an accident arising out of his employment will receive compensation paid by the federal Government, the amount of which is determined under the workmen's compensation Act of the province in which the accident occurs by the provincial workmen's compensation board.

Under the Government Employees Compensation Act

"employee" means and includes persons in the service of His Majesty who are paid a direct wage or salary by or on behalf of His Majesty . . .

The Government claimed that Fecteau was a government employee because his employer, Angus Robertson Limited, was the agent of the Crown for the purpose of constructing the factory.

Mr. Justice Marchand took the view that Defence Industries Limited was the agent of the Crown while Angus Robertson Limited was merely a contractor who undertook to perform a certain work for the employer. Workmen hired by the contractor and who received their wages from him were his own employees and not employees of the Crown. For that reason the Government Employees Compensation Act did not cover the injured man in this case.

Since Fecteau had no right to receive compensation from the Government but only from his immediate employer, he could not subrogate to the federal Government his right of action against the third party responsible for his accident, the Court held. He had tried to do this in his statement claiming workmen's compensation.

Mr. Justice Gagné, dealing with the case as if the Government Employees Compensation Act did apply, considered that the indemnity the federal Government must pay to an injured employee under the Act is not a form of damages which may be recovered from a third party responsible for the accident. He quoted from the judgment in *His Majesty The King v. CPR* [1947] SCR 185:—

Held: The Crown's action failed on the ground of remoteness; in law, its payment to C under its statutory obligation was not a loss suffered as a direct consequence of respondent's negligence.

He cited also *The King v. Bender* [1947] SCR 172, where a similar view was taken. He held that in the case at bar the payment of the indemnity was a consequence too far removed from the defendant's negligence for the Government to be entitled to recover the sum from Dulude.

Mr. Justice Gagné referred to the Workmen's Compensation Act of Quebec,

which permits the Board or the employer, whichever must pay the compensation, to be subrogated to the employee's right of action against a third party and to recover the sum paid from the party responsible for the accident. He emphasized the fact that this Act did not apply to an employee of the federal Government except for the purpose of establishing whether he was eligible for compensation and the amount of indemnity due to him. He also pointed out that the federal Act contained no provision for recovery of damages from a third party and no mention of subrogation. [The present Government Employees Compensation Act, which came into effect on April 1, 1947, has provisions similar to those in the Quebec Act. See S. 9.]

The Court also dealt with the question of whether the federal Government acquired a right of action against Dulude under Article 1156 of the Quebec Civil Code, which reads:—

Subrogation takes place by the sole operation of law and without demand:  
(3) In favour of a party who pays a debt for which he is held with others or for others, and has an interest in paying it.

Mr. Justice Marchand considered that the federal Government did have an interest in the employer's debt to Fecteau arising under the Workmen's Compensation Act. By the contract between its agent and the contractor, the Government had agreed to pay the entire cost of the construction of the factory, which would certainly include the cost of workmen's compensation.

His Lordship held, however, that the obligation of the truck owner to the man he had injured was quite different from the obligation of employer to worker. Since the two obligations had a different source, the Government, in paying the indemnity awarded by the law, did not discharge the obligation of Dulude to the injured man. The payment of the indemnity entitled the Government to acquire the rights Fecteau had against his employer, Angus Robertson Limited, but not any rights he might have against a third party.

With Mr. Justice Ferland concurring in the reasons for decision of Mr. Justice Marchand, and Mr. Justice McDougall and Mr. Justice Bertrand concurring with Mr. Justice Gagné, the Court unanimously allowed the appeal and rejected the Government's claim to recover from Dulude the sum it had paid as compensation to the injured workman. *Dulude v. His Majesty the King* [1952] BR Montreal 503.

## Quebec Superior Court . . .

...finds invalid a certification order issued by the Labour Relations Board to oil workers' union

The Quebec Superior Court on June 21 held that the Quebec Labour Relations Board had exceeded its jurisdiction in certifying the Oil Workers International Union (CIO-CCL) as bargaining agent for employees of Canadian Copper Refiners Limited without investigating certain allegations made by the company or holding a hearing at which the employer could present evidence.

The Labour Relations Board, the defendant in the case, asked the Court to determine two questions: first, whether Article 41a of the Quebec Labour Relations Act has taken away from the Superior Court all power of revision and control over the Board, and secondly, if it has not, whether the grounds advanced by the company would justify the exercise of the Court's power of revision in the present case.

Mr. Justice Choquette, delivering the judgment of the Court, first quoted Article 50 of the Code of Civil Procedure and Article 36 of the Courts of Justice Act, both of which state the power of the Superior Court to control all courts, judges, magistrates, and all other persons and corporations within the province, with the exception of the Court of King's Bench. He then quoted Article 41a of the Labour Relations Act, which reads:—

No writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board, or against any of its members, on account of a decision, a procedure or any act whatsoever relating to the exercise of their functions.

Article 50 of the Code of Civil Procedure shall not apply to the Board.

Mr. Justice Choquette referred to several recent legal decisions upholding the power of the courts to review the proceedings of Labour Relations Boards alleged to have exceeded their jurisdiction in spite of privative sections in the Labour Relations Acts. These included the cases of *Toronto Newspaper Guild, Local 87 v. Globe Printing Company* (L.G., 1951, p. 932, 1952, p. 615), *The King v. Labour Relations Board of Nova Scotia* (L.G., 1951, p. 1697), *In re International Union of Operating Engineers and the Manitoba Labour Board* (L.G., 1952, p. 941), and *The King v. The Labour Relations Board (New Brunswick) in re Canadian Fish Handlers' Union* (L.G., 1952, p. 613).

His Lordship considered that the legislator, by enacting Article 41a of the Labour

Relations Act, could not have intended to destroy the judicial power which was the final protection of citizens against abuse and excess of jurisdiction on the part of public bodies, inferior tribunals and individuals. He pointed out that, if all power of judicial control of the Labour Relations Board were removed, the Board could certify a union which had only minority support rather than the one to which the majority of the employees belonged, either without taking steps to determine the representative character of either or by ignoring the result of a representation vote, and neither the employees nor the employer would have any remedy.

Mr. Justice Choquette stated that the prerogative writs prohibited by Article 41a were not the only remedies available in case of excess of jurisdiction or in case of fraud. A direct action had frequently been recognized as a proper remedy.

The second question before the Court was whether the Board had exceeded its jurisdiction. The company claimed that the Board had no right to issue certification to the union without holding a hearing at which the company might present evidence to substantiate its objections to certification and without taking a representation vote among the employees.

Before considering the circumstances of the case, Mr. Justice Choquette dealt in general terms with the powers and duties of the Labour Relations Board. In discussing the question of whether the Board exercises a judicial or an administrative power in determining whether a union is entitled to certification, he referred to the statement of Mr. Justice Pratte in *Giroux v. Maheux* [1947] BR 163 distinguishing between judicial and administrative functions. He concurred in the view expressed there that a judicial tribunal determines rights existing under the law while an administrative body creates rights for the future, exercising in reality a legislative power. Mr. Justice Choquette concluded that the Board exercises a judicial power. In his opinion, the Labour Relations Act itself gives a union the right to be certified if it represents a majority of a group of employees, so that the Board does not create a right but determines whether or not the right exists.

The fact that the Board exercises a judicial power does not oblige it to follow the procedure of a court but it does impose on the Board the duty to respect the essential principles of natural justice, His Lordship stated. He quoted from Maxwell on Interpretation of Statutes, page 368:—

In giving judicial powers to affect prejudicially the rights of person or prop-



erty, a statute is understood as silently implying, when it does not expressly provide, the condition or qualification that the power is to be exercised in accordance with the fundamental rules of judicial procedure, such, for instance, as that which requires that, before its exercise, the person sought to be prejudicially affected shall have an opportunity of defending himself.

He added that the right to be heard would mean very little if it did not include the right of each party to establish contentions by evidence.

Even if the Board were to be considered an administrative body without judicial power, it would no less be obliged to follow the rules prescribed by the Act before making a decision. Therefore the Board would be exceeding its jurisdiction if it issued certification to a union without previously inquiring into the qualifications for certification mentioned in the Labour Relations Act. The inquiry into the union's qualifications would be particularly important in a case where the application was contested.

His Lordship examined the certification procedure provided for in the Labour Relations Act. It must begin by a union making written application to be certified as bargaining agent for a specified group of employees. The Board is then required to determine the representative character of the applicant union by examining its books and records. It may also hear witnesses, receive the reports of its authorized representatives, and by other means obtain the evidence which will serve as a basis for its decision.

A by-law of the Board provides that a party wishing to contest an application should if possible set forth its objections in numbered paragraphs in the form of a petition. In Mr. Justice Choquette's view, the Board's inquiry in such a case should not exclude the hearing of evidence that the contestant wishes to present.

Article 8 provides that the Board may order a representation vote by secret ballot "if it is of the opinion that constraint has been used to prevent a number of the said employees from joining an association or to force them to join the same, or if it appears that the said employees are members of more than one association in sufficient numbers to affect the decision". His Lordship considered that it is the right of a contesting party to present evidence to the Board which might justify the taking of a ballot.

He then reviewed the company's grounds for claiming that the Board had exceeded its jurisdiction. By a letter of August 14, 1951, the Board informed the company of

the union's application, announcing the impending visit of an inspector to take a list of the names, addresses and occupations of the employees and asking the company to submit within seven days its answer to the union's petition. In a letter of August 20 the company listed nine reasons for its opposition to the union's application, claiming that it was not truly representative. Since this letter offered no evidence to prove its claims and made no demand for a hearing, His Lordship considered that it alone would not justify the company's complaint.

In a second letter dated August 25, the company maintained that certain employees included in the proposed bargaining unit should be excluded because they were responsible for the security of the plant or were members of another union. Claiming also that the union had unduly influenced and intimidated the employees, the company asked the Board to hold a hearing on the case and to direct a secret representation vote.

The Board stated in a letter dated September 12 that it had concluded that there was no reason to act upon the company's letter since it did not contain an enumeration of facts as required by a by-law of the Board. It therefore issued to the applicant union a certificate of recognition as bargaining agent.

In Mr. Justice Choquette's view, the by-law did not absolutely require an enumeration of facts, and the company had attempted to conform with its provisions by setting forth four numbered allegations. He considered that the Board should not have refused to investigate the company's claims without asking for particulars and should not have made its decision to certify the union without hearing the company's case.

Again on October 24 the Board dismissed a petition of the company for reconsideration of its decision without permitting the company to present evidence or to argue at law through its attorney, to examine the union's documents which had been used as evidence, or to examine the president of the union.

The Court held that the Board had exceeded its jurisdiction in making its decisions without a proper hearing of the company's case.

His Lordship considered the question of whether an employer has the right to contest a decision which merely indicates to him the legally authorized bargaining agent or whether this right belongs only to the employees themselves or to another union claiming to have a majority. He



concluded that the employer has sufficient interest to contest an application for certification because certification imposes on him the obligation to bargain with that union and makes impossible the renewal of an existing collective agreement which the employer might wish to continue in force. On this point he referred to Mr. Justice Gale's statement in *Toronto Newspaper Guild, Local 87, v. Globe Printing Company*:—

It is clear that certification materially affects the legal relationship of the employer with its employees, as well as with the bargaining agent . . . It is also of importance to the employer that the bargaining agent with whom he must transact the collective bargaining of his employees be validly authorized and able to make an agreement that binds the employees as a body.

*Canadian Copper Refineries Limited v. Quebec Labour Relations Board and Oil Workers International Union (CIO-CCL)*, Quebec Superior Court, June 21, 1952, unreported.

#### New York Supreme Court . . .

...upholds anti-discrimination order requiring employment agency to alter its application form

For the first time in the seven years since the New York anti-discrimination

law was passed, an order of the Commission Against Discrimination has been enforced by a court.

On October 1, Mr. Justice Gavagan of the New York Supreme Court (Special Term, Part 1, New York County) directed an employment agency to comply with an order of the Commission requiring it to delete from its application form a question as to any change of the applicant's family or given name.

The Court held that from the question an applicant's racial origin or religious belief or original religious belief could readily be established by any person reasonably familiar with the names common to racial and religious groups. While the information sought might have other uses, it could be otherwise obtained when required. The solicitation of such data in every case was clearly contrary to the Law Against Discrimination, Judge Gavagan stated. Since the Commission's order had been reasonably made, it was not subject to review by the Court. *Holland v. Edwards* [1952] Labour Relations Reporter, 30 LRRM, 2664.

## Recent Regulations, Federal and Provincial

Anti-discrimination clause added to all federal government contracts. Higher minimum rates are established for most women workers in New Brunswick. Saskatchewan makes new safety regulations for coal mines

An Order in Council under the federal Fair Wages and Hours of Labour Act forbids a contractor carrying out a government contract for the construction of public works or manufacture of supplies and equipment to discriminate in hiring or employment against any person because of his race, national origin, colour or religion.

Higher minimum rates, effective from December 1, were established for most women workers in New Brunswick.

In Quebec, a new regulation provides that the sale, storage, distribution and handling of gasoline, fuel oil and propane gas and the operation of pipe lines are covered by the Workmen's Compensation Act wherever six or more workmen are employed.

In Saskatchewan, new regulations were made for the protection of workmen and the prevention of accidents in strip and pit coal mines.

### FEDERAL

#### Fair Wages and Hours of Labour Act

An anti-discrimination clause, forbidding discrimination in employment because of race, national origin, colour or religion, must be included in all government con-

tracts after January 1, 1953. This provision was added to the Fair Wages Order in Council (P.C. 5547/49) by P.C. 4138, made on September 24 and gazetted October 8.

The order applies to all contracts made by the Government of Canada for construction, remodelling, repair or demolition

of public buildings or other works or for the manufacture and supply of equipment and material.

The clause to be inserted in the contracts provides that the contractor will not refuse to employ or otherwise discriminate in regard to employment against any person because of his race, national origin, colour or religion, or because he has made a complaint or given information concerning an alleged act of discrimination. Failure to comply with the clause will constitute a breach of the contract.

Whenever a question arises as to whether a contractor has failed to comply with the provisions of the clause, the Minister or Deputy Minister of Labour or a person designated by the Minister for the purpose is authorized to determine the question and must have access to the books and records of the contractor.

If a contractor is not satisfied with a decision that he has violated the non-discrimination clause, he may within 30 days request the Minister to refer the question to a judge. The Minister must then refer the question to a judge of a superior, county or district court, whose decision is final.

## PROVINCIAL

### Alberta Electrical Protection Act

The regulations under the Alberta Electrical Protection Act governing electrical permits and inspection fees were amended to provide that the Department of Industries and Labour may set rates to be charged for the printed material which it makes available through its Electrical Inspection Branch, including copies of the Electrical Protection Act and regulations, the Canadian Electrical Code, standard plans of electrical installations, and printed labels designating the approval of equipment and material.

This provision was approved by O.C. 1395/52 on September 22 and gazetted September 30.

### British Columbia Hospital Insurance Act

Amendments to British Columbia's hospital insurance regulations added to the dependants who are covered by the insurance paid by the head of the family. The amendments were approved on September 26 and gazetted October 2.

An unmarried brother or sister of the head of the family who is between 18 and

21 years of age, attending an educational institution and mainly supported by the head of the family is now included as a dependant.

A further amendment has to do with the group of persons classified as dependants by reason of physical or mental infirmity. These previously included an unmarried son or daughter over 18 years of age. Now covered in this group is a son or daughter, brother or sister, including a son-in-law, daughter-in-law, brother-in-law or sister-in-law, who is over 18 years of age and who is financially dependent on the head of the family by reason of physical or mental infirmity.

### British Columbia Minimum Wage Acts

Male and Female Minimum Wage Order No. 19 (1952) amends all the minimum wage orders which contain a daily guarantee provision to add the requirement that students attending school who report for work on school days at the call of an employer must be paid for the entire period spent at the place of work, with a minimum of two hours' pay at their regular rate.

More than half the minimum wage orders in effect provide for the payment of a daily guarantee to an employee called out to work. They generally require an employee to be paid for the entire period spent at the place of work with a minimum of two hours' pay at the regular rate if he does not begin work and of four hours' pay if he does.

The new order applying to students was gazetted and became effective on October 23.

### British Columbia Shops Regulation and Weekly Holiday Act

By an Order in Council of October 15, gazetted October 16, a new schedule was issued fixing the weekly holiday and the daily closing hours of automobile garages, service or repair shops and gasoline service stations in the area of unorganized territory known as the town of Golden.

Under the British Columbia Shops Regulation and Weekly Holiday Act, the hours of closing of shops in unorganized territory and the weekly holiday to be observed are fixed by the Lieutenant-Governor in Council upon receipt of a petition signed by three-quarters of the occupiers of the shops concerned requesting that the order be made. In organized territory shop closing is regulated by municipal by-law.



The schedule applies from November 1 to April 30 each year. During the remainder of the year the hours during which garages may remain open are to be determined by the individual occupier.

On Wednesday and Sunday of each week garages and service stations in Golden must remain closed all day. Provision is made, however, for one establishment, designated by the Government Agent, to remain open on Wednesdays and Sundays from 8 a.m. until 6 p.m. During the rest of the week, except on Saturday, garages and service stations must remain closed from 6 p.m. until 8 o'clock the following morning. On Saturdays they may remain open for an additional three hours, until 9 p.m.

### **New Brunswick Minimum Wage Act**

Effective from December 1, the two female minimum wage orders in New Brunswick, which together cover most women workers in the province, were revised to fix higher minimum rates of 38 cents an hour for women in hotels and restaurants and 40 cents an hour for those working in factories, shops, offices and other workplaces.

#### *Hotels and Restaurants*

The new rate of 38 cents an hour is an increase of 10 cents over the former rate and applies to female employees working 48 hours a week or less in hotels, restaurants, tourist homes, tourist cabins and other places of public accommodation where meals or lodging may be obtained. The minimum hourly rate for time worked in excess of 48 hours a week was increased from 42 to 57 cents an hour, which is time and one-half the minimum rate.

The maximum weekly deduction which may be made for board and lodging was also increased and is now \$8 instead of \$6. For board only, \$6 may be charged instead of \$4.50; for lodging only, \$2 instead of \$1.50; and for a single meal, 30 cents instead of 25 cents. As before, no employer may deduct money from an employee's wages for the cost, repair, or laundering of a uniform or other article of clothing which he requires the worker to wear, if the deduction reduces the wage below the minimum applicable under the order.

#### *General Order for Women*

The revised general order for women raises the minimum rate from 35 cents to 40 cents an hour for all women workers except those employed in hospitals, nursing

homes, charitable or educational institutions, apprentices, persons employed in a confidential capacity, domestic servants, agricultural workers, workers employed by the Crown and those covered by the order for hotels and restaurants summarized above. The minimum rate applies to a week of 48 hours or less. Overtime beyond this limit must be paid for at the rate of 60 cents an hour instead of 50 cents, as before.

The only other minimum wage order in effect in the province sets a rate of 55 cents an hour for men employed in canning or processing fish, vegetables or fruit.

### **Quebec Pressure Vessels Act**

The regulations under the Quebec Pressure Vessels Act were amended by an Order in Council (No. 959) of September 25, gazetted October 18, to authorize the use of additional boiler and pressure vessel codes and provide for further exclusions from the regulations.

The Canadian Standards Association Regulations for Construction and Inspection of Boilers and Pressure Vessels [B-51 Code (1951)] were added to the list of boiler and pressure vessel codes which must be used as standards for the design, construction, installation, testing and inspection of boilers, pressure vessels, piping and fittings. The 1951 edition of the API-ASME Unfired Pressure Vessel Code replaces the 1943 edition in the list. The regulations also authorize Chapter VI of the National Board Inspection Code to be used as a guide for the repair of steam boilers and pressure vessels.

As previously, vessels other than steam or hot water boilers which contain gas or liquid under a pressure of not more than 15 pounds p.s.i. are excluded from the regulations. Now such vessels are also excluded if their capacity does not exceed 1.5 cubic feet regardless of pressure. Pressure vessels operated under the supervision of the Department of Transport are also exempted from the regulations as well as boilers of locomotives on railways operated by the Department.

### **Quebec's Workmen's Compensation Act**

The sale, storage, distribution and handling of gasoline, fuel oil and propane gas, and the operation and maintenance of pipe lines and similar undertakings are now covered by the Quebec Workmen's Compensation Act where six or more workmen



are employed as a result of an Order in Council (No. 1073) gazetted on October 25, approving Regulation 18 of the Workmen's Compensation Commission. These undertakings are included for assessment purposes in Class 12 of Schedule 1 of the Act. The regulation goes into effect on the 30th day after publication in the *Quebec Official Gazette*.

Regulation 18 repeals the former Regulation 8 issued in March, 1933, which made the Act applicable to the sale and distribution of gasoline if six or more workmen were usually employed.

## **Saskatchewan Coal Miners' Safety and Welfare Act**

### **Strip and Pit Mines**

New regulations under the Saskatchewan Coal Miners' Safety and Welfare Act issued by O.C. 2054/52 on September 9, gazetted September 19, are designed to protect workmen in strip and pit coal mines from the dangers of fire and explosion and the hazards caused by the moving parts of machinery and the use of heavy loading equipment. Similar to rules under the Mining Acts in Ontario and Alberta, the new regulations are in addition to the general safety and health rules appended to the Act which cover all coal mines in the province.

The regulations authorize an inspector or a mine manager to make special rules which are not inconsistent with the Act or the new regulations for the maintenance of order and discipline and for the prevention of accidents in or about a mine.

Such special rules, which must be approved by the Minister of Natural Resources, will have the force of regulations and will take effect when they have been posted in a conspicuous place in the mine for 48 hours or at a time designated by the Minister. They may be cancelled or amended by the Minister at any time.

The regulations declare that it is the duty of every manager, superintendent, foreman, shift boss, person in charge of workmen, and of every person who handles explosives or who operates, installs or maintains machinery to know the rules which apply to the work in which he is engaged.

### *Fire Protection*

Suitable fire-fighting equipment must be provided and maintained in or about every plant building and fire extinguishers must be placed in the immediate vicinity of every motor. Including this equipment, one fire-fighting device must be installed

for every 100 feet of passageways and floors. All mine workers must be familiar with the location and operation of fire-fighting equipment. A monthly inspection of all such appliances must be carried out by an authorized person who must report to the manager as to conditions found.

Plant buildings, except those used for storing explosives, must have, in addition to the main entrances, adequate and unobstructed auxiliary exits. Steam boilers and diesel engines must be installed so that no part is within 75 feet of the centre line of the collar of a shaft or other mine entrance.

The regulations also prohibit the installation of gasoline or other internal combustion engines using highly volatile liquids or inflammable gases within 50 feet of the building housing the hoist or within 100 feet of the centre line of the collar of a shaft or entrance. The exhaust gases from internal combustion engines must be piped to avoid fire hazard, danger to health or the possibility of the fumes re-entering a building or the intake of an air-compressor.

The fuel tanks of an internal combustion engine inside a building must be installed so as to allow them to be filled from the outside of the building by means of a tightly-jointed pipe leading to the tank. Similar provision must be made for displaced air to escape into the atmosphere at a point outside the building.

Metal containers must be provided at all buildings for the temporary disposal of oily waste, rags, scrap paper and other inflammable material. They must be emptied regularly and the contents disposed of in a suitable manner.

### *Explosives*

Detailed rules govern the storage, handling and transportation of explosives, thawing houses, and precautions to be observed when blasting is being done.

The regulations require, generally, that every possible precaution be taken in the handling and transportation of explosives. Explosives must not be used unless the name and place of business of the manufacturer, the strength of the explosive and the date of its manufacture are plainly marked on every original package.

A report must be made to the inspector of every case of a supposedly defective fuse, detonator or blasting cap, giving the name and address of the manufacturer and, if possible, attaching the packing slip from the original container. The manager or

person authorized by him must give written permission before any explosives may be removed from a mine. If a mine is closed down, all explosives, fuses, detonators and blasting caps must be disposed of and may not be stored at the mine without the written permission of the Chief Inspector.

The transfer of explosives from a surface storage place to designated storage places in the pit or to the points of use in the pit must be carried out without undue delay. Primers must be made up as near to their point of use as is practical in the interest of safety and only in an amount sufficient for the immediate work at hand. Explosives must only be transported in separate suitable closed containers. The regulations permit a workman to carry capped fuses with other explosives from the nearest storage places to the point of use without placing them in a separate container provided they are kept apart from the other explosives but made-up primers, may not, under any circumstances, be transported unless they are in separate closed containers.

Explosives must be stored on the surface in special buildings such as magazines, thaw houses, detonator or blasting cap storage buildings, or cap and fuse houses. The manager must appoint a person to keep all such buildings and explosive storage boxes dry and free from grit at all times. Where possible, the building must be located in accordance with the British Table of Distances in respect of distance from the mine, other buildings or any public highway or railway. If it is not possible to comply with the Table of Distances, the manager and inspector must together choose a suitable location. Every storage building and thawing house must be under the direction of the manager or a person appointed by him.

No more than a 24-hour supply of explosives may be kept in the mine. Explosives and detonators must be kept in separate storage boxes constructed of heavy wood covered with not less than 20 gauge sheet iron and provided with a hinged lid and a proper lock. They must be kept at least 200 feet from the blasting site and 25 feet from any tracks, roadways, travelways or power cables. They must be kept locked except when in use and no person may have the key without authority from the manager.

When blasting operations are halted in a pit for two hours or more, the shot-firer must return all explosives and detonators to the storage boxes. Detonators

and blasting caps must not be stored in the same receptacle or storage building as other explosives.

Flame-type lamps or lanterns must not be taken within 25 feet of any place in which explosives are stored. Smoking is prohibited in any storage place or while a person is handling explosives.

A thorough weekly inspection must be made of all explosives, magazines and other buildings and storage places in or about the mine and the person making the inspection must report in writing to the manager on the conditions found. The manager is required to take immediate steps to correct any unsuitable conditions, must dispose of any deteriorated explosives and must make a prompt investigation of any careless act. An employee who commits a careless act in connection with explosives or who neglects to report carelessness to an officer in charge of a mine is guilty of an offence. The officer in charge must immediately report such an offence to the inspector.

Explosives which have been longest in a magazine must be used first. If any are found to be defective, they must be safely disposed of. In opening explosives cases, only implements of brass, copper or wood may be used and in charging holes for blasting no iron or steel tool or rod may be used.

The regulations give express directions for drilling holes and firing shots whether by electricity or otherwise. Before blasting, every workman must give warning in every direction by shouting "Fire" and must satisfy himself that all persons, except his assistants, have left the working place. If the safety of persons may be endangered, the workmen must see that the blasting area is effectively guarded to prevent inadvertent access while the charges are set off. Posting of signs is not sufficient warning of blasting operations.

#### *Protection from Machinery and Danger Areas*

The rules for the guarding of machinery provide that fly wheels, bull wheels, pulleys and belts and every opening through which a wheel or belt operates must be enclosed with a substantial railing or casing unless there is no danger of a person coming into contact with them. All revolving machinery which projects unevenly from the surface such as keys, belts and set-screws must also be covered unless there is no danger.



Hooded guards of sufficient strength to withstand the shock of a bursting wheel must be provided for every power-driven grinding wheel. Operators must be provided with suitable goggles which they are required to wear at all times when the wheel is in use unless the wheel is provided with a transparent shield of approved design.

Persons who work dangerously close to moving machinery are forbidden to wear loose outer clothing.

Runways or staging more than five feet from the floor used for oiling, etc., must be kept in a safe condition and provided with a hand-railing. Stairways must be inclined at an angle of not more than 50 degrees from the horizontal and provided with landings every 25 feet in order to prevent persons from falling from the top to the foundation landing below.

The entrance to an elevator, hatchway or well-hole must be provided with a trap door, guard rail or automatically closing gate. A counterweight must be situated or guarded to prevent persons from injury should it become detached from its fastenings. Persons are forbidden to ride on a conveyor or belt.

Where stripping is done through public roads, warning signs must be posted or barricades erected to prevent accidents. Fences or barricades must be erected to prevent persons or equipment from approaching a dangerous working and no person must pass the fence without permission from the manager or foreman.

The sides of the mine must be maintained at a safe angle. Overhanging or doubtful pieces must be made safe and all mine employees must keep constantly on the alert for slides or falling material. Runways must be provided on the sides of the pit at suitable intervals for the safety and convenience of persons whose duties require them to enter or leave the pit.

Every working strip pit must be provided with efficient machinery to keep it free from water which might endanger the lives of the workmen. When a pit is abandoned, it must be securely fenced on all dangerous sides or other precautions taken satisfactory to the district inspector.

Precautionary measures are also set out for the safety of operators of shovels, draglines and tractors and of truck drivers. Shovels, draglines and tractors must be provided with warning devices, and, when used after dark, equipped with efficient

headlights. Only members of the operating crew are permitted to get on or off moving draglines, shovels and tractors without first notifying the operator. Materials or supplies must not be placed on such machinery while it is in motion. It is forbidden to pass between any shovel or dragline and the working face unless visibility is unhampered by vapour. Unless in the line of duty, persons are not permitted to be within the sector of a dragline or shovel.

The operator of a loading shovel is required to swing the bucket over the body of the truck if possible. If the bucket must swing over the cab of the truck, the truck driver and any other person in the cab must leave the cab and stand at a safe distance while the truck is being loaded. When the bucket is swung over the body of the truck, persons may remain in the cab only if it is protected by a substantial covering or if the truck is of the semi-trailer type.

Truck roads must be kept in good condition and be wide enough to provide clearance for the safe passing of vehicles at passing points. Truck drivers must maintain safe distances between trucks. A flagman must be on duty to give any necessary visual loading signals when conditions prevent the exchange of signals between truck drivers and the operators of shovels. At places where rear-dumping trucks discharge their loads a substantial dumping block or other effective means must be provided to prevent the truck from backing too far, unless the load is dumped on even ground for spreading.

#### *Use of Electricity*

Part Five of the Canadian Electrical Code (C 22.5 No. 1-1949), which governs the use of electricity in metalliferous and industrial mineral mines and quarries, is declared to apply to mines covered by the regulations.

#### *General*

Sanitary facilities must be provided in accordance with the requirements of the Public Health Act.

Where men are employed in hot or dusty occupations, sufficient accommodation, including supplies of clean cold and warm water for washing, must be provided nearby to enable the men to dry and change their clothes. The accommodation must not be in an engine-house or boiler-house unless it is in a separate and properly



constructed room. It must never be in the same building as a bunkhouse or dining-room.

Persons under the influence of intoxicating liquor or carrying intoxicating liquor are forbidden to enter a mine or be near a working place on the surface or any moving machinery.

#### *Enforcement of Rules*

The owner of a mine or works must appoint a manager to be responsible for the management and direction of the undertaking. The manager is required to take all necessary and reasonable measures to enforce the rules and to ensure that they are observed by every employee, unless the inspector directs that any of the rules are not applicable to that particular

mine. The manager must appoint a suitable person to enforce the regulations during his absence. A contractor or subcontractor is responsible for enforcing compliance with the regulations as if he were the manager.

The penalties laid down in the Act and general regulations apply to any person whose neglect or wrongful act results in a contravention of the rules.

Any rule may be suspended for a particular mine by the Chief Inspector, if the owner, agent or manager applies in writing to an inspector giving his reasons for requesting that the rule should not apply. The order may be cancelled or amended by the Chief Inspector at any time he deems it advisable.

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## **NLRB Bans Indoor Picketing during Campaign to Organize Employees of Department Store**

When instances of unlawful coercion occurred over a period of several days during a unionization campaign in a New York department store, the National Labour Relations Board issued a "cease and desist" order. The Board said the coercion occurred during a union's attempt to force store employees to join or to prevent their working because they refused to assist in the organization campaign.

The Board found the union guilty of the following violations:—

1. Escorting a telephone operator from her place of work under threats of violence because she was not a member of the union.

2. Threatening a telephone operator that unless she donned a union button she could not work.

3. Telling an employee that there would be a union shop and she would be dismissed if she did not join the union.

4. Threats to an employee by a union shop steward that if she did not join the union she would lose her job.

5. Telling an employee that she would have to join the union or get off the selling floor.

6. Attempting to pull an employee from her office chair and physically eject her from the office.

7. Group interference with the work of a number of non-union sales clerks to get them to join the union by surrounding them on the selling floor—together with the customers they were trying to serve—and maintaining a loud, continuing commotion, including name-calling.

The seventh violation cited is a new kind of indoor picketing. The Board described it as the equivalent of physical coercion.

"Harassment of sales personnel to a point where the communication between them and customers is seriously handicapped violates the law," the Board ruled.

"Union members were forcing fellow employees to stop work almost as effectively as if they had placed gags over their mouths or had pinioned their arms," the Board concluded. "This is very different from mere moral pressure orally exerted upon non-striking employees by a picket line at a plant entrance."

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## **Ronald Reagan Steps Down from Union Presidency**

Screen star Ronald Reagan has stepped down from the presidency of the Screen Actors Guild (AFL). His five years as President was the longest anyone had held the position in the union's 19-year history.

During his term, Mr. Reagan led the successful fight to rid Hollywood unions of communist influence.

The new President of the union is Walter Pidgeon. Other screen stars on the executive are Leon Ames, John Lund and William Holden.

# Unemployment Insurance

## Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

### Decision CU-B 842, August 20, 1952

**Held:** *That a pulp cutter who, on completion of his work in one camp was offered by his employer other employment on the same terms and conditions in another camp, had not established good cause for refusing it on the grounds that his earnings would have amounted only to one-third or one-half of his usual average earnings and that the food at the camp would not have agreed with him.*

**Material Facts of Case.**—The claimant, single, 52 years of age, was employed by a timber company as a pulp cutter from May 3, 1951, to January 26, 1952, at a piece rate of \$5.57 a cord. On February 1, 1952, he filed an initial application for benefit and gave as his reason for separation from that employment: "laid off, work was finished." In the separation questionnaire, the employer reported that the claimant had left of his own accord. In response to a request from the local office for more information, the claimant stated as follows:—

I am pulp cutter, doing only piece work. The cut was finished at the camp where I was employed and I was offered a chance to go (to) another camp to clean up remnants in a deep snow in which work the earnings may have been only  $\frac{1}{3}$  or  $\frac{1}{2}$  of my usual average earnings. That was the reason I did not accept the offer. Besides the food at that camp was such that it did not agree with me. These conditions were not in accord of the information on basis of which I was originally employed in last September. Therefore, when the work, for which I was originally hired, was done, I had only the chance to leave when the work was done. I am quite willing to work, provided, of course, that the earnings are about the same, as my average earnings have been.

I claim that the employer broke the conditions of employment in offering me such work in which I can earn at the best only one-half of my usual average earnings and also claim that I am entitled to the benefits according to the spirit of U.I. Act.

The local office referred this additional information to the employer who com-

mented that the claimant had made "no such statement . . . upon leaving" and that since he had never been in the other camp he was not in a position to judge whether the food would agree with him or not.

The insurance officer disqualified the claimant for a period of six weeks as from January 27, 1952, because, in his opinion, he had voluntarily left his employment without just cause within the meaning of Section 41 (1) of the Act.

The claimant's union appealed to a court of referees which, by a majority finding, upheld the insurance officer's decision. The court expressed the opinion that "it is most difficult to satisfy everyone on the subject of food and conditions likewise have considerable variation from camp to camp", and that "the claimant could have suffered the suggested inconveniences (and) at any rate, might have shown his willingness by having attempted to fill this job, which he did not do".

The union appealed to the Umpire and, in its lengthy submission, stated in part:—

The majority decision of the court of referees is contrary to Clause (b) and Clause (c) of subsection (2) of Section 40 of the Unemployment Insurance Act.

That the majority decision does, in effect, compel pulpwood cutters to do "clean-up" operations on a piece-work basis at less than agreed upon day labour rates, subject to a penalty of six weeks loss of Insurance Benefits for refusal to do same.

And does, subject to the same penalty, take from bushworkers the right to refuse to work in camps where food or camp conditions are unsuitable to them. . . .

The employer claims that the claimant "left on his own accord". Only in the sense that the claimant refused a contract with unreasonable changes in the possibility of earnings, and unsuitable camp conditions, after having completed his original contract, is it perhaps true to say that he refused further employment with the same employer.

In these clean-up operations it is difficult to make recognized day-labour rates at piece-work rates, whereas the claimant had been making double that amount. The main reason the camp did not operate during most of the regular cutting season is that it is not possible to secure cutters



to work at piece-work rates when other work is available, for clean-up operations.

In fact, the main source of experienced cutters for such camps is mainly among those not eligible for Insurance Benefits....

**Conclusions.**—According to the submissions on file, the claimant was engaged as a pulp cutter and paid on a piece-rate basis; when the work was completed his employer offered him other employment, on the same terms and conditions, but in another camp. The claimant refused to accept this offer alleging that his earnings would amount to one-third or one-half of his usual average earnings and that the food at the camp was such that it would not agree with him.

The court of referees, after having heard the union representative, came to the conclusion that the claimant should have given the work offered a fair trial and put up with the "suggested inconveniences". With this I fully agree. I note that the claimant had never been in the camp where the work was offered and that therefore his objections were founded solely on hearsay.

In its lengthy appeal to me the union contends that the majority decision of the court of referees "is contrary to Clause (b) and Clause (c) of subsection (2) of Section 40 of the Unemployment Insurance Act, and does, in effect compel pulpwood cutters to do 'clean-up' operations on a piece-work basis at less than agreed upon day labour rates."

Subsections (b) and (c) of Section 40 (2) of the Unemployment Insurance Act read as follows:—

40 (2) For the purposes of this section, employment shall be deemed not to be suitable employment for a claimant if it is

(b) employment in his usual occupation at a lower rate of wages or on conditions less favourable, than those observed by agreement between employers and employees, or failing any such agreement, than those recognized by good employers; or

(c) employment of a kind other than employment in his usual occupation at a lower rate of wages, or on conditions less favourable, than those which he might reasonably expect to obtain, having regard to those which he habitually obtained in his usual occupation, or would have obtained had he continued to be so employed.

Subsection (b) deals with the rate of wages, not the amount of wages earned and subsection (c) deals with employment of a kind other than in the claimant's usual occupation. Neither of these subsections can be applied to the offer of employment made to the claimant as it was in his usual occupation and on the same basis of remuneration as previously in effect.

The union also contends that the court's decision takes "from bush workers the right to refuse to work in camps where food or camp conditions are unsuitable to them".

A bush worker, like any other worker, has 'good cause within the meaning of the Act to refuse an offer of employment involving working conditions which are proved to be highly unsatisfactory. In the present case, the evidence on file does not warrant such a finding.

The union stated that "the main source of experienced cutters for such camps is mainly among those not eligible for Insurance Benefits". This would tend to imply that employment in the camp in question is only unsuitable for those cutters who meet the statutory conditions laid down in the Act. In this connection the union should realize that Unemployment Insurance is a protection against certain risks of involuntary unemployment and it provides benefit only to those who are available and willing to work but are in the unhappy position of being unable to find suitable employment.

For those reasons, the appeal is dismissed.

#### Decision CU-B 844, August 20, 1952

**Held:** *That a claimant, who after five days of employment voluntarily left a highly remunerative job because he was dissatisfied with the work and the camp conditions, had not shown just cause within the meaning of Section 41 (1) of the Act, inasmuch as he had failed to establish that the work was unsuitable or that the conditions of the camp were so unsatisfactory that he had no alternative but to voluntarily leave his employment.*

**Material Facts of Case.**—The claimant, married, 47 years of age, worked as a dragline operator for one of the prairie provinces from June 15, 1951, to November 26, 1951, when he was laid off until the following spring as operations had ceased on account of the winter freeze-up. He filed an initial claim for benefit on November 28, 1951, which was allowed.

On February 29, 1952, he became employed on crane work with a general contractor in which he continued until March 4, 1952, when he voluntarily left for the following reason: "They put me on crane work instead of dragline and I could not live under bunkhouse conditions such as were there."

The employer reported in the separation questionnaire that the claimant was paid \$70.85 for the time worked (\$17.71 a day) and that he had voluntarily left for "personal reasons".



The insurance officer disqualified the claimant for a period of six weeks as from March 5, 1952, because, in his opinion, he had voluntarily left his employment, without just cause, within the meaning of Section 41 (1) of the Act.

The claimant appealed to a court of referees contending that he was given a line of work to do for which he was not hired and that the sleeping accommodation at the camp was very poor. The court of referees unanimously upheld the decision of the insurance officer on the grounds that the claimant had made no effort towards having the bunkhouse conditions improved and that it was for the employer to decide whether or not he could do the crane work satisfactorily.

With leave from the chairman of the court, the claimant appealed to the Umpire.

**Conclusions.**—After having been unemployed for three months, the claimant obtained a highly remunerative job which he voluntarily left five days later because, according to him, he was required to accomplish work of a kind other than that for which he was hired and the sleeping accommodation was unsatisfactory.

He has failed to establish, however, that the work he was required to perform was unsuitable or that his conditions of work were so unsatisfactory that he had no alternative but to voluntarily leave his employment.

Unemployment insurance is an insurance against certain risks of involuntary unemployment and although the claimant is at liberty to voluntarily leave a job which is not to his liking, he cannot expect to receive benefit unless he complies with the conditions laid down in the Act.

For those reasons, the appeal is dismissed.

## Monthly Report on Operation of the Unemployment Insurance Act

Statistics\* for September, 1952, reveal that claims for unemployment insurance benefit during the month were 3,665 more than during August

An increase in the number of claims for unemployment insurance benefit is reported for September. The report on the operation of the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows that during the month a total of 64,703 initial and renewal claims were filed in local offices across Canada, compared with 61,038 in August and 62,456 in September, 1951.

Total claimants on the live unemployment insurance register as at September 30 numbered 108,712 (74,477 males and 34,235 females), compared with 125,311 (87,715 males and 37,596 females) on August 31 and 108,665 (68,873 males and 39,792 females) on September 30, 1951. Of the 108,712 active claimants on September 30, 92,627 were ordinary, 13,459 were short-time, and 2,626 were temporary mass lay-off.

A total of 63,062 decisions in respect of initial and renewal claims was recorded for September, entitlement to benefit being granted in 48,920 cases. Insufficient con-

tributions resulted in the disallowance of 5,527 claims, while disqualifications were imposed in 13,224 cases (including 4,609 on revised claims). Chief reasons for disallowance were: "voluntarily left employment without just cause" 4,476 cases; "not unemployed" 2,048 cases; and "not capable of and not available for work" 1,761 cases.

Claimants who came on benefit during September totalled 43,167, compared with 46,642 in August and 38,181 in September, 1951.

During September, benefit payments amounted to \$5,710,886 for 1,933,547 unemployed days, as against \$6,233,800 for 2,150,173 days in August and \$3,456,965 for 1,378,344 days in September, 1951.

During the period September 27-October 3, 74,309 beneficiaries received \$1,242,698 as compensation for 420,113 unemployed days, compared with 82,740 beneficiaries, \$1,373,517 and 464,194 days for the period August 23-29. During the same period in 1951, \$845,822 was paid to 64,256 beneficiaries in compensation for 338,556 unemployed days.

\*See Tables E-1—E-7 at end of book.

The average daily rate of benefit was \$2.96 for each of the periods September 27-October 3 and August 23-29, compared with \$2.50 during the period September 29-October 5, 1951.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission

show that during the month insurance books were issued to 4,125,856 employees who had made contributions to the unemployment insurance fund at one time or another since April, 1952.

Employers registered at September 30 numbered 244,429, an increase of 721 since August 31, 1952.

## LABOUR DAY MESSAGES

*(Continued from page 1577)*

One event of major interest was the presidential election in the United States.

It has been interesting to note the expansion of the Resources Development Program, which includes the construction of a railway from the north shore of the St. Lawrence River to Ungava, a distance of 365 miles, for the purpose of transporting iron ore to tidewater and transshipping to points in the U.S.A. adjacent to the Great Lakes for processing into steel products. It would appear to be in the best interests of the country to erect steel plants in the Quebec-Maritimes area for the processing of ore from Ungava rather than to export it to points outside of Canada for processing and import the finished product at high cost to consumers. The further development of the steel industry in this section would rehabilitate the coal industry in the Maritimes, provide additional employment and greatly accelerate the industrialization of Canada.

The extension of the Pacific Great Eastern Railway to Prince George, B.C., and the enterprise of the Aluminium Company of Canada in the development of electric power at Kitimat to be used in the production of aluminium indicates that the industrial expansion is not confined to any one part of the Dominion.

The initial move toward the construction of the St. Lawrence Seaway has been made through the demolition of the Gut Dam, a short distance from Iroquois, Ont. The wisdom of the federal Government deciding to go ahead with this project without the co-operation of the United States is questionable. In fact the value of the St. Lawrence Seaway to the citizens of Canada as a whole is theoretical. If and when completed, we will find ships manned by

foreign crews plying the Great Lakes, delivering and receiving cargoes at Canadian inland ports, services which at the present time are being performed by Canadian-owned vessels manned by Canadian crews.

The housing situation still continues to be a serious problem. For some reason home construction during the first half of this year was considerably below that of the corresponding period for 1951. This lag in home construction has resulted in increasing pressure for suitable arrangements to enable more people to build or buy their own homes.

We have been looking forward to a reduction in taxation during 1953. However, the Speech from the Throne at the opening of the Seventh Session of the Twenty-First Parliament did not raise any hope for a substantial reduction in taxation in the immediate future.

Organized labour has been successful during recent years in obtaining legislation of particular benefit to workers and aged citizens. Efforts will be continued in the direction of securing increased benefits for our older citizens, the establishment of a national health insurance plan and the raising of living standards of all classes of Canadian labour.

We realize that in Canada we enjoy a full measure of political and religious freedom and that the development of our natural resources makes possible a standard of living enjoyed by few other nations of the world. The bountiful harvest and the high level of prosperity in all parts of Canada indicate that we are especially favoured and have much to be thankful for. It is a great privilege to be permitted to share in the future development of this young and growing nation.

# Fair Wages Conditions

## In Federal Government Contracts

Schedules Prepared and Contracts Awarded during October

### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 115 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 162 construction contracts was awarded by the various government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

(The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than

eight per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and sub-contractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".)

### Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of Contracts	Aggregate Amount
Central Mortgage & Housing Corporation.....	4	\$ 53,370.00
Defence Construction (1951) Limited.....	1	79,099.00
Defence Production—		
(July report) .....	143	1,376,806.00
(August report) .....	160	1,624,857.00
(September report) .....	165	729,010.00
Post Office .....	11	99,065.63

### Arrears of Wages

During October the sum of \$128.26 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed to the seven employees concerned.

The Fair Wages Policy of the federal Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of

Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the federal Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.



## Contracts Containing Fair Wages Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Gander Nfld*: Eastern Woodworkers Ltd, construction of houses. *Summerside P E I*: L G Rawding Construction Ltd,\* sodding of ditches; L G Rawding Construction Ltd,\* sodding of ditches. *Cornwallis N S*: Standard Paving Maritime Ltd, hardsurfacing of roads & driveways; Charles W. Thompson,\* landscaping. *Greenwood N S*: N S Light & Power Co Ltd,\* installation of power distribution system; Ashfield Brothers, construction of ground services; Terminal Construction Co Ltd,\* installation of well screen. *Shearwater N S*: Eastern Woodworkers Ltd, construction of housewalks & driveways. *Chatham N B*: William Kerr Jr,\* supply of fill & rental of bulldozer. *Coverdale N B*: Rayner Construction Ltd, hardsurfacing of roads & driveways. *Bagotville P Q*: G. Archambault Ltee, construction of sidewalks; Le Service Paysagiste\*, landscaping. *Cowansville P Q*: E Meeks Reg'd,\* landscaping. *Montreal P Q*: Louis B Magil,\* repairs to brickwork. *Ste Therese P Q*: Jean Paquette, additions to steam heating system. *Ajax, Ont*: Fred Bigioni,\* construction of sidewalk. *Barriefield & Peterboro Ont*: Green Construction Co, dismantling of houses at Peterboro & transportation & erection at Barriefield. *Barriefield Ont*: Canadian Comstock Co Ltd, installation of electrical distribution system. *Centralia & Peterboro Ont*: Green Construction Co, dismantling of houses at Peterboro & transportation & erection at Centralia. *Cobourg & Peterboro Ont*: Torpey & Kinsella, dismantling of houses at Peterboro & transportation & erection at Cobourg. *Deep River Ont*: W E Baker, construction of concrete sidewalks. *Dunnville Ont*: Head Construction & Supply Co Ltd, construction of houses.

*Gloucester Ont*: Hydro Electric Power Commission of Ontario,\* installation of electrical distribution system. *Hamilton Ont*: Grisenthwaite Construction Co Ltd, construction of houses. *Lindsay Ont*: T A Wilson Lumber Co Ltd, construction of houses. *London Ont*: Wainright Construction Ltd, construction of base course of roads & driveways. *North Bay & Peterboro Ont*: Michael Greco, dismantling of houses at Peterboro & transportation & erection at North Bay. *St Catharines Ont*: Craftsmen Painting & Decorating Contractors, exterior painting. *Woodstock Ont*: G H Pyne,\* landscaping. *Portage la Prairie Man*: Maple Leaf Construction Co Ltd, construction of roadways, driveways & walks; Claydon Co Ltd, erection & completion of school; Manitoba Power Commission, construction of electrical distribution system. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of walks & drives; Western Excavating Co, rough grading, Currie Barracks. *Claresholm Alta*: Peterson Electrical Co Ltd, installation of electrical power distribution system. *Edmonton Alta*: Sunley Electric Co, installation of electrical distribution system. *Namoo Alta*: Arthur A Voice,\* rough grading preparatory to landscaping; Sparling-Davis Co Ltd, construction of walks & driveways. *Penhold Alta*: Borger Brothers Ltd, construction of waterworks, sewer & storm systems. *Vancouver B C*: G W Meredith,\* construction of concrete sidewalk; Busby & Sayers,\* interior painting; D S Gibbons,\* landscaping. *Whitehorse Y T*: Acme Electric, construction of electrical distribution system; Marwell Construction Co Ltd, construction of sewer & water services.

### Defence Construction (1951) Limited

*Summerside P E I*: M F Schurman Co Ltd, construction of second storey lean-to to hangar; M F Schurman Co Ltd, construction of sewage treatment plant. *Bagotville P Q*: Heliac Management Co Ltd, alterations & conversion of heating system. *Montreal P Q*: Louis B Magil Co, construction of command supply depot. *St Hubert P Q*: Canadian Comstock Co Ltd, construction of electrical substation.

*Downsview Ont*: Hughes Construction Co Ltd, construction of standard reserve accommodation bldg; Canadian Comstock Co Ltd, installation of underground steam distribution system. *Long Branch Ont*: Standard Paving Ltd, extensions to roads & services. *North Bay Ont*: Louis Brothers Asphalt Paving Ltd, construction of roads, grading, seeding & fencing. *Macdonald Man*: Pearson Construction Co Ltd, con-

struction of standard boiler plant and installation of steam distribution and heating systems. *Portage la Prairie Man*: Malcolm Construction Co, construction of heating plant and piping distribution system. *Rivers Man*: Peter Leitch Construction Ltd, extension to water, sewage & drainage systems. *Winnipeg Man*: Maple Leaf Construction, hardstanding existing surface area—Fort Osborne Barracks; Winnipeg Supply & Fuel Co Ltd, construction of air navigation school.

#### Building & Maintenance

*Goose Bay Labrador*: John Davidson & Sons Ltd, interior & exterior painting. *Dartmouth N S*: H L Lynch Ltd, exterior painting. *Greenwood N S*: M F Schurman Co Ltd, permanent sub-floor replacement in bldgs. *Moncton N B*: Geo H Hamilton & Son, repairs to roof. *Aylmer Ont*: S McConnell & Sons, installation & repair of eavestroughs & downspouts. *Centralia Ont*: Johnson Bros Co Ltd, repair of inner runways & patching; W A Moffatt Co, application of insulated built-up roof; Sterling Construction Co Ltd, permanent sub-floor replacement in bldg. *Clinton Ont*: Johnson Bros Co Ltd, rehabilitation and cubicling of bldgs. *Hamilton Ont*: James Kemp Construction, sub-floor repairs in bldgs. *London Ont*: E P A Construction Co Ltd, construction of second storey lean-to on hangar; Ellis-Don Ltd, permanent sub-floor replacement and cubicling of bldg; McKay-Cocker Construction Ltd, repair & construction of ground services.

*Moose Jaw Sask*: Shrubsall Supply Co, installation of fuel storage tank. *Cold Lake Alta*: Bennett & White of Edmonton Ltd & Poole Construction Co Ltd, construction of cantilever hangar. *Namao Alta*: Marwell Construction Co Ltd, construction of cantilever hangar. *Penhold Alta*: Assiniboia Engineering Co Ltd, construction of parking lots, curbing, catch basins & concrete walks. *Esquimalt B C*: Luney Brothers & Hamilton Ltd, construction of physical & recreational training building.

*Point Petre Ont*: The Steel Co of Canada Ltd, erection of security type fence. *Rivers Man*: Peter Leitch Construction Ltd, cubicling & renovation of washrooms. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, installation of storm water drains & improved roads on north side of Currie Field; Stewart & Phillips (Alberta) Ltd, removal of existing hot air heating equipment & installation of low pressure steam heating system. *Claresholm Alta*: McCready Johannson Ltd, application of insulated built-up roofs. *Granum Alta*: Standard Gravel & Surfacing of Canada Ltd, rehabilitation of drainage, runways & station roads, Relief Field. *Comox B C*: Hodgson Clarke Building Stores Ltd, installation of tile floors in various bldgs. *Fort Nelson B C*: Howard Good, rehabilitation of bulk fuel systems in compounds. *Matsqui B C*: S & S Electric Ltd, remodelling of electrical system, W/T Station.

#### National Harbours Board

*Montreal P Q*: The Highway Paving Co Ltd, paving wharves at sections 30-34, Montreal Harbour.

#### Department of Public Works

*Burin Nfld*: Mannix Ltd, wharf reconstruction. *Grand Bank Nfld*: MacNamara Construction Co Ltd,\* dredging; Diamond Construction Co Ltd, wharf repairs. *Baddeck N S*: M H McManus Ltd, wharf repairs. *Bridgewater N S*: Walker & Hall Ltd, wharf reconstruction. *Canso N S*: M H McManus Ltd, wharf reconstruction & improvements. *Halifax N S*: J A Surette, alterations to infections unit, new garage & fencing, Rockhead Hospital. *Main-a-Dieu N S*: A J Campbell, J A McIsaac, J A Campbell & F A Campbell, wharf repairs. *Mulgrave N S*: F W Digdon & Sons Ltd, wharf repairs. *Parrsboro Beach N S*: Urquhart Construction Ltd, breakwater repairs. *Sober Island N S*: The Atlantic Bridge Co Ltd, wharf reconstruction. *Moncton N B*: Mathews Con-

veyer Co Ltd, installation of partition drop & metal chutes. *Beloeil P Q*: Jos Nolin & Fils Inc, wharf reconstruction. *Bonaventure P Q*: J A Dufour, wharf repairs. *Chandler P Q*: Marcel Cauvier, breastwork reconstruction. *Etang du Nord P Q*: North Shore Construction Co Ltd, wharf improvements. *Lacolle P Q*: J J Shea Ltd, erection of public bldg. *Montreal P Q*: R F Walsh Co Ltd, exterior painting; C J Dryden Co Ltd, installation of unit heaters at 400 Youville Square; Alphonse Gratton Inc, interior painting, Canadian Converters' Bldg. Alphonse Gratton Inc, alterations for controlled temperature room, Postal Station "H". *New Carlisle P Q*: Dimock & McLellan,\* dredging. *Pointe au Pic P Q*: Davie Shipbuilding & Repairing Co, repairs to wharf. *Riviere Trois*



*Pistoles P Q*: J B Rioux, wharf extension & dredging. *Ruisseau Leblanc P Q*: Dimock & McLellan,\* dredging. *Ste Agathe des Monts P Q*: R F Walsh Co Ltd, repairs to stoneworks, etc. *Ste Felicite P Q*: Raoul Deschenes, construction of protection work. *St Ignace de Loyola P Q*: Lucien Lachapelle,\* dredging. *Sept Iles P Q*: The J P Porter Co Ltd,\* dredging. *Sorel P Q*: Lucien Lachapelle, harbour improvements. *Trois Pistoles P Q*: Charles H Rioux, demolition of the old breakwater; Gulf Maritime Construction Ltd, wharf extension. *Big Bay Ont*: Regans Hauling & Excavating, repairs to wharf approach. *Bronte Ont*: A E Rule Ltd, pier extension. *Deseronto Ont*: Ernie Luck, installation of new heating system, public bldg. *Howe Island (Pickett's Ferry) Ont*: A F Simpson, construction of ferry landings. *Ottawa Ont*: B B Electric Co Ltd, electric lighting for library shelving, Supreme Court Bldg; A Lanctot Construction Co, interior alterations & reconditioning, No 4 Temporary Bldg; The Electronic Smoke Eliminator Co, installation of smoke elimination equipment, Elgin Bldg; Stanley G Brooks Ltd, new lighting installation, Orme Bldg; Universal Electric, lighting of press room & basement, Labelle Bldg & Monument National; William D'Aoust, alterations to "C" Bldg, Cartier Square; Roy Soderlind & Co, installation of air conditioning system, National Film Board; George A Crain & Sons Ltd, office partitions, etc, Ogilvie Bldg; Duromatic Asphalt Ltd, repairs to roofing, etc, Nos 1 & 4 Temporary Bldgs; Edgar Dagenais, interior alterations, No 2 Temporary Bldg; Doran Construction Co Ltd, alterations to 187 Slater St. *Pelee Island Ont*: Rieger Bros Construction Ltd, construction of breakwater. *Port Arthur Ont*:

Consolidated Dredging Ltd,\* dredging. *Port Maitland Ont*: Birmingham Construction Co Ltd, repairs to harbour works. *South Porcupine Ont*: Hill-Clark-Francis Ltd, construction of offices for RCMP. *Emerson Man*: Peter Leitch Construction Ltd, erection of Canada Customs & Immigration Bldg. *Morden Man*: Standard Plumbing & Heating Co Ltd, renewal of heating system, public bldg. *St Andrews Man*: Harris Construction Co Ltd, remedial work. *North Portal Sask*: Bird Construction Co Ltd, erection of Customs & Immigration Bldg. *Regina Sask*: Smith Brothers & Wilson Ltd, construction of riding school & stable; Waterman-Waterbury Manufacturing Co Ltd, new roof covering & repairs to flashings, etc, federal bldg. *Fort Chippewyan Alta*: Yukon Construction Co Ltd, quarrying & placing of rock fill in wharf. *Bamfield East B C*: Pacific Piledriving Co Ltd, wharf repairs. *Bella Coola B C*: E O Johnson,\* dredging. *Fernie B C*: C J Oliver Ltd, general repairs. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd,\* dredging. *Nanaimo B C*: D Robinson Construction Ltd, alterations & additions to kitchen wing, Indian Hospital. *Prince Rupert B C*: Northwest Construction Ltd, general repairs & exterior painting, public bldg. *Vancouver B C*: Allan & Viner Construction Ltd, general repairs & painting, federal bldg; C J Seamer & Sons Ltd, general repairs, exterior & interior painting, Winch Bldg; Allan & Viner Construction Co Ltd, waterproofing, general repairs, renovating of elevators, etc, Immigration Bldg. *Victoria B C*: Island Tug & Barge Ltd,\* dredging. *Yuculta Landing B C*: Horie-Latimer Construction Co Ltd, wharf improvements.

## Department of Transport

*Goose Airport Labrador*: Newfoundland Engineering & Construction Co Ltd, construction of warehouse & dwellings & installation of heating & electrical systems. *Summerside P E I*: Curran & Briggs Ltd, additional airport development. *Forestville P Q*: Accurate Electrical Contractors, in-

stallation of field lighting. *Quebec Airport P Q*: Rayex Electric Ltd, installation of field lighting. *Seven Islands P Q*: A Daris, construction of remote receiver building. *Kapuskasing Ont*: English & Mould Ltd, alterations to heating system of hangar.

In value of output, food and beverages is the leading industrial group among Canadian manufactures, the Dominion Bureau of Statistics has reported. The iron and steel products group is second, paper products third and transportation equipment fourth. Pulp and paper is the

leading industry of Newfoundland, New Brunswick and Quebec; butter and cheese of Prince Edward Island; fish processing of Nova Scotia; motor vehicles of Ontario; meat packing and slaughtering of Manitoba and Alberta; petroleum products of Saskatchewan; and sawmills of British Columbia.



# Employment Conditions

## October-November 1952

Higher-than-usual employment levels for October were the result of favourable weather for agriculture and construction plus quickening business activity. In early November, adverse seasonal influences raised National Employment Service applications to 167,600 (4.1 per cent of all paid workers), a total 11,500 lower than in November 1951

The increasingly higher year-to-year employment levels recorded for August and September continued into October with the assistance of favourable weather conditions. By the end of the month, however, reductions in the volume of essentially summertime activity levelled off the over-all volume of employment.

Seasonal shifts in employment take place at this time of the year as harvesting, canning, fishing and construction taper off while logging and certain consumer goods manufacturers expand activities. There are exceptions, for construction continues as long as the weather remains fine and vehicle manufacturing slackens as model change-overs take place.

The labour market at present reflects this shifting employment pattern. Applications at National Employment Service offices totalled 167,600 on November 13. This was an increase of 25,000 since the first of October, most of which took place during the first two weeks of November. On the other hand, total applications were 11,500 fewer than they were at the same date in 1951.

The high rate of sales, rising income levels and low manufacturers' inventories aided business activities during October. When this was coupled with an extension of summertime work into October, it resulted in levels of employment unusually high for that time of year.

The strength of the consumer goods industries is apparent from data on sales and personal income levels. In September total retail sales were more than 6 per cent higher than in September, 1951, while departmental store sales were 20 per cent higher. Personal income levels supported this increase in sales activity. Labour income showed a 12-per-cent increase during the first seven months of 1952. Farm cash income is expected to be as large or larger in 1952 than in 1951.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

Slowly increasing defence expenditures have added to this buoyancy. These expenditures are shifting from non-durable to durable items: the procurement of clothing and footwear is falling; orders for weapons, munitions, electronic equipment and aircraft are mounting. Consequently, employment levels in industries manufacturing the latter items have been rising substantially in recent months.

The impact of seasonal changes in employment, however, increased the Canada-wide number of applications for employment on file at National Employment Service offices.

In Ontario, where the bulk of consumer goods industry is located, National Employment Service registrations were at a level well below last year's. In the Prairies harvesting ran well into October; this fact, when combined with a high level of construction activity, also resulted in a lower year-to-year level of registrations. In British Columbia, employment did not reach last year's low levels because construction and other activities were continued into the autumn months this year to recover ground lost during the summer labour difficulties. In all three regions, weather conditions had been favourable to outdoor activity.

In the Quebec and Atlantic regions, National Employment Service applications increased noticeably during the first half of November. Agriculture and construction slackened and, although logging employment increased, the rise in hiring was not as great as during the same period last year.

The unusual continuation of construction on both housing and industrial sites, together with the increased number of late-summer housing starts, did much to maintain employment well into October in most regions. The generally fine weather throughout most of the country during that month was, of course, an added factor.

### **Atlantic Region**

Industrial activity in the Atlantic region remained at a fairly high level during October and the beginning of November, although some seasonal decline in employment was evident. On November 13, 21,900 job applications were on file with National Employment Service offices compared with 17,800 a month earlier. This represented 5.7 per cent of all paid workers in the region.

Agricultural employment declined as harvesting neared completion and the available labour supply was increased by workers returning from the potato fields of Ontario and Maine. Alternative employment in construction absorbed a large number of these workers as, for the Atlantic region as a whole, activity in construction, aided by fine weather, was little changed from earlier months.

There was an upward trend in business activity during October which was reflected in the one-third increase of departmental store sales over those of October, 1951. Strengthened consumer buying and a steady volume of defence contracts have helped maintain a high level of manufacturing activity.

The demand for construction workers for Seven Islands has led to balanced labour market conditions in St. John's, Newfoundland, while increased woods operations resulted in a labour shortage in Corner Brook. Manufacturing activity and steady dockyard employment helped create a balanced labour situation in Halifax. In most minor centres and the major agricultural areas, balanced labour demand and supply conditions prevailed at the end of October.

### **Quebec Region**

Employment conditions in the Quebec region during October maintained the unusual vigour evident in September. The source of this strength shifted from agriculture to logging while employment continued relatively high in manufacturing and certain seasonal activities, especially construction. The latter industry, however, was increasingly dependent in continuing fine weather conditions. Registrations at

National Employment Service offices in Quebec totalled 51,000 on November 13, accounting for about 4 per cent of the region's paid workers.

In some areas experienced workers were still being sought for clothing and shoe manufacturing although shortages were disappearing. Further strengthening of consumer goods industries and expanding activity in textiles, leather, rubber and furniture manufacturing led to a buoyant employment situation. The construction industry, benefiting from fine weather, displayed an unusual degree of activity for the season and lower temperatures were only beginning to affect projects in Labrador and Lake St. John. A good indication of the buoyancy of employment is to be found in the fact that applications for employment rose by less than 1,000 during October while in 1951 they increased by 6,900 and in 1950 by 3,200.

The higher-than-last-year level of employment in Montreal was maintained throughout October for continuing activities in construction and consumer durable and non-durable industries helped create a steady demand for workers. In Quebec City textile and paper products industries were showing steady improvement although slackness in construction led to some labour surpluses.

Elsewhere in the province, most industrial centres reported balanced labour demand and supply situations. Improvement in the textile and paper products industries meant increased production and a resumption of a full work-week rather than higher employment. Fine weather has helped maintain activity in most agricultural centres. In certain areas labour surpluses occurred, especially in the Eastern Townships, where some slackness in textile employment and lower levels of construction and other seasonal work developed.

### **Ontario Region**

The buoyant employment conditions of the last few months in Ontario continued throughout October and early November. The largest single factor sustaining employment levels was the construction industry with its greater-than-usual number of housing starts in the late summer and fall. However, registrations at National Employment Service offices increased to 48,900 by November 13 as agriculture, fruit processing, shipbuilding and automobile employment slackened seasonally. This was 12,100 fewer registrants than at the same date in 1951 and represented only 3.1 per cent of the paid workers in the region.



While the construction and some of the manufacturing industries remained active, the chief off-setting factor in the employment picture was the minimal demand for woods labour. With the year's reduced cutting quotas, lower woods employment is expected this year than last.

In Toronto, Ottawa-Hull and Hamilton, employment was high and labour shortages existed. In Ottawa, shortages of machinists, toolmakers, die setters and domestic workers continued with shortages of bricklayers and tile setters also developing. In Toronto, office and domestic workers and motor mechanics were still wanted. Although the winter upswing in National Employment Service registrations usually starts in October, both Toronto and Ottawa-Hull showed a decrease this year. Hamilton was short of certain skilled workers and showed a modest increase of registrations from September—fewer than 100.

Many other major industrial cities had some shortages of labour at the end of October; sustained consumer demand, coupled with the strength of industrial activity generally, meant balanced labour situations in others. Lay-offs occurred in the agricultural implement industry and model change-overs in the automobile industry resulted in a substantial increase in the number of registrations for employment in the Windsor area. Niagara Falls was another centre whose employment level was reduced, as it was affected by the seasonal closing of canning factories and a slackening of the tourist trade.

Although most farm operations were completed by late October, shortages of labour were expected in the Barrie area, where Camp Borden construction projects continued, and in Chatham, where corn and sugar beet harvesting and processing were still in progress. In some other areas such as Leamington labour released from fruit canning and packing and tobacco processing were not finding alternative jobs at once.

### **Prairie Region**

In the Prairie region employment levels remained high during October although harvesting was virtually completed. Other activities being maintained included construction, meatpacking and transportation and this meant that the usual seasonal up-swing of registrations at National Employment Service offices was modified. On November 13, only 20,100 (over 3 per cent of the paid workers) had registered at such offices, compared with 24,100 at November, 1951.

The mild weather made possible a continuation of construction work and, while there were still shortages of skilled workers such as carpenters, shortages of unskilled workers disappeared. Although employment levels remained steady the total demand for labour had eased sufficiently to create an approximate balance with supply in a majority of areas. By the end of October there were still no labour surpluses.

Sustained retail trade, industrial expansion and construction projects balanced labour demand and supply in Winnipeg and Calgary and continued a labour shortage in Edmonton. On the other hand, a reduction in pulp-wood production caused a surplus of woods workers in the Fort William-Port Arthur area in spite of the fact it was the height of the pulp-cutting season.

Activity around most agricultural centres was greater than a year ago and some labour shortages existed, although by the end of October the completion of farming operations eased shortages in Brandon, Portage la Prairie and Medicine Hat. The year-to-year reduction in pulp-wood employment, which is expected to continue over the winter months in northern Ontario, is causing concern over future employment levels, for the bush camps traditionally absorb an important section of the farming community in the winter.

### **Pacific Region**

During October, economic activity in the Pacific region regained much of the ground lost this summer because of labour disputes and forest fires. The process of catching up with delays brought a decrease in the number of job registrations at National Employment Service offices during October—a month when all other regions saw an increase. However, by November 13, registrations had increased by 2,900 over the October 30 total.

Diminishing demand for some regional products restricted employment in lumber manufacturing and fishing while the logging industries' employment level had been reduced as a result of high inventories, falling prices and easing demand from pulp mills.

Increased activity in the non-ferrous metal industry and the high level of industrial, residential and ship construction provided some alternative jobs during October.

Vancouver and New Westminster reflected these changes in the region's pace of activity, although there were no substantial



changes in employment levels in these areas. There was a brisk labour demand early in October from sawmills and dock-yards as United Kingdom contracts were filled. Fishing resumed after seven weeks and fish canning employment quickened. However, shipbuilding and repair firms operated with reduced staffs because of unsigned union contracts.

Some labour shortages were eased in specific areas throughout the region and a labour surplus appeared in Prince Rupert and Prince George because of muddy road conditions and consequent lower levels of logging activity. However, it was expected that the Terrace-Kitimat railway would absorb part of the winter labour surplus.

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## President of Plumbers' Union Chosen as next U.S. Secretary of Labour

The President of an AFL union has been chosen by United States President-elect Eisenhower to be his Secretary of Labour.

He is Martin P. Durkin of Chicago, President of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. He will replace Maurice J. Tobin, present United States Secretary of Labour.

Mr. Durkin will be the seventh person to hold the Labour portfolio, which gained Cabinet status in 1913. His six predecessors were William B. Wilson, James J. Davis, William N. Doak, Miss Frances Perkins, Lewis B. Swellenbach and Maurice J. Tobin. The first three were trade unionists; the latter three were not.

A former Director of the Illinois Department of Labour, Mr. Durkin is also Vice-President of the Catholic Conference on Industrial Problems and a Director of Union Labour Life Insurance Company and of the National Safety Council.

Mr. Durkin served as Director of the Illinois Department of Labour from 1933 to 1941. During that period he helped to streamline the Department, participated in settlement negotiations in a number of major strikes and played an active role in the development of labour legislation. He was largely responsible for the enactment of legislation setting up unemployment compensation, a state employment service and a state conciliation and mediation service.

Born March 18, 1894, Mr. Durkin was a steamfitter's apprentice in Chicago at the age of 17 years. During the First World War he served in the field artillery and the cavalry.

His first union office was business agent of Chicago Local 597 of the plumbers and pipefitters union. He resigned from that post to take the position with the Illinois state government. When he resigned from that office in 1941 he became the union's secretary-treasurer; he was elected President in 1943.

In a statement issued after Mr. Durkin's appointment was announced, George Meany, newly-chosen President of the American Federation of Labour, said:—

"He is ideally fitted by training, experience, ability and temperament for his new post."

The co-operation and support of the Congress of Industrial Organizations were promised the new United States Secretary of Labour in a telegram signed by the CIO's top ten officers.

At a meeting of the general executive board of the plumbers' union, Peter T. Schoemann of Milwaukee was elected to the union presidency to succeed Mr. Durkin. Mr. Schoemann, President of the Milwaukee Building and Construction Trades Council (AFL), had been First Vice-President of the union.

# Wages, Hours and Working Conditions

## Urban Transportation Industry

More than 19,000 non-office workers were employed by the passenger transportation systems in 35 Canadian cities in October, 1951. In all but four of the cities they were covered by collective agreement. Wage rates rose 12 per cent during the 12 months ending October, 1951

The streetcar, trolley-coach and motor-bus systems of 35 Canadian cities,\* as of October, 1951, gave employment to more than 19,000 non-office workers. Practically all these employees were male; although there are a few women trolley-bus operators in Winnipeg and "conductorettes" in Vancouver, the total number of female non-office employees in the industry is negligible.

Workers in urban transportation are highly organized: in all but four of the 35 cities included in the survey, the employees are covered by collective agreement. There are, in all, 48 agreements in effect, applying to 18,000 employees.

In the larger cities particularly, the tremendous business expansion of the war and post-war years, with the consequent increase in urban population, taxed the facilities of transportation systems. The extension of suburban limits meant lengthening the routes by many miles. Over the past decade, therefore, the constant pressure to maintain and increase service has meant an ever-increasing expansion of equipment and personnel.

This expansion, moreover, has had to be carried on with due consideration not only to the number of potential passengers but also to the traffic problem as a whole. Hence, many cities have, in the interest of greater manoeuvrability, swung to a greater use of trolley coaches and motor buses. As of the survey date, only 12 of the 35 cities whose returns were used in this article were using streetcars.

\*Halifax, Sydney, Moncton, Saint John, Lévis, Montreal, Quebec, Drummondville, Sherbrooke, Brantford, Cornwall, Kingston, Peterborough, Hamilton, Kitchener, Fort William, Port Arthur, London, Oshawa, Ottawa, Sarnia, Sault Ste. Marie, St. Catharines, Sudbury, Toronto, Windsor, Winnipeg, Moose Jaw, Regina, Saskatoon, Calgary, Edmonton, Lethbridge, Vancouver and Victoria.

Changes in type of vehicle have affected the occupational structure of the industry. With fewer track-guided vehicles in use, such jobs as switchmen and track welders tend to be less common in the industry; similarly, fewer carpenters may be needed, since very little wood is used in bus bodies. On the other hand, sheet metal workers and body repairmen are needed to maintain the lighter bodies of trolley coaches and motor buses, which are more vulnerable to damage by collision. In systems where motor buses are used exclusively, armature winders and linemen are not required; but the demand for mechanics, body repairmen and cleaners is unchanged.

Operators of vehicles comprise the largest single occupational group in the urban transportation industry. Wages of this group are generally not affected by the trend from street cars to buses and trolley coaches. Within a city, the same wage rates are customarily paid to operators of the three types of vehicles, with the exception that operators of two-man street-cars receive a lower rate.

The nature of the service provided by urban transportation systems presents special problems. One of these is the extreme fluctuation in activity. These peaks and lulls in activity have an effect on the working hours of employees in this industry, entailing the use of a "split shift" arrangement of working time. They are the result of influences which, by and large, are beyond the control of the carriers. While many of the peaks, such as those arising out of the work schedules of large employers or out of special events taking place within the areas served by the systems, can be anticipated, others, such as those caused by suddenly inclement weather conditions, cannot. In either case, the increase in the demand for service may be for a short period only. Therefore, such conditions of employment as provision for

reporting pay and minimum call-in pay assume a greater importance to the urban transportation worker than to workers in many other industries.

### Labour Organization and Collective Bargaining

Generally, in the smaller cities, there is one all-inclusive collective agreement for transportation workers. In the larger cities, two or more agreements may cover the different divisions of the industry; one may cover the operating personnel, another the machinists, and so on.

There are two main unions in the field of urban transportation: the Amalgamated Association of Street Electric Railway and Motor Coach Employees of America (AFL-TLC) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). The former derives its membership almost exclusively from the

urban transportation industry. It bargains for 58 per cent of the 18,000 employees covered by agreement. The CBRE represents 22 per cent of the employees.

The remaining 20 per cent of the urban transportation employees are represented by 14 other unions or employee associations. These unions are mostly found in the smaller cities. Except in the case of one large local of the Bus Drivers' Association, employees of urban transportation systems constitute only a small proportion of the membership of these unions, which operate primarily in other fields of activity.

### Wage Rates

The level of wages in this industry reached its highest point during 1951, having increased by 12 per cent between October, 1950, and October, 1951. The index, on a base of 1939 rates as 100, rose

### WAGE RATES FOR SELECTED OCCUPATIONS IN URBAN AND SUBURBAN PASSENGER TRANSPORTATION SYSTEMS IN 35 CITIES GROUPED ACCORDING TO POPULATION, OCTOBER, 1951

NOTE:—Wage rates are straight-time hourly rates only and do not include the value of various allowances to employees, such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc.; these vary from city to city.

Occupation	Size of City		
	Over 500,000 Population <sup>1</sup>	100,000—500,000 Population <sup>2</sup>	Under 100,000 Population <sup>3</sup>
	Per Hour	Per Hour	Per Hour
	Range of Maximum Rates <sup>4</sup> \$	Range of Maximum Rates <sup>4</sup> \$	Range of Maximum Rates <sup>4</sup> \$
<i>Operator—</i>			
Bus or One-Man Car.....	1.27—1.40	1.15—1.38½	.88—1.35 <sup>6</sup>
Two-Man Car.....	1.17—1.35	1.14 <sup>5</sup>	1.41 <sup>5</sup>
	Range of Average Rates	Range of Average Rates	Range of Average Rates
<i>Non-Operating Workers, Skilled—</i>			
Body Repairman.....	1.30—1.50	1.10—1.56	.97—1.43 <sup>6</sup>
Carpenter.....	1.30—1.49	1.17—1.31	1.00—1.41
Electrician.....	1.30—1.46	1.15—1.71	1.15—1.47 <sup>6</sup>
Mechanic, Motor Bus.....	1.29—1.52	1.12—1.56	.92—1.47 <sup>6</sup>
Painter.....	1.30—1.46	1.08—1.56	.95—1.43 <sup>6</sup>
Repairman, Streetcar.....	1.21—1.47	1.15—1.27	1.10—1.20
<i>Non-Operating Workers, Semi-Skilled—</i>			
Greaser, Motor Bus.....	1.06—1.35	.90—1.20	.73—1.25 <sup>7</sup>
Serviceman.....	1.24—1.34	.82—1.33	.71—1.22 <sup>6</sup>
<i>Non-Operating Workers, Unskilled—</i>			
Cleaner.....	.97—1.30	1.00—1.33	.71—1.24 <sup>6</sup>
Janitor.....	1.17—1.23	1.06—1.33	.83—1.24 <sup>8</sup>
Labourer.....	.97—1.27	.94—1.12	.66—1.13
Trackman.....	1.12—1.34	1.05—1.19	1.03 and 1.06 <sup>9</sup>

<sup>1</sup> Includes Montreal, Toronto and Vancouver.

<sup>2</sup> Includes Halifax, Quebec, Hamilton, London, Ottawa, Windsor, Winnipeg, Calgary, Edmonton and Victoria.

<sup>3</sup> Includes Sydney, Moncton, Saint John, Drummondville, Levis, Sherbrooke, Brantford, Cornwall, Fort William, Kingston, Kitchener, Oshawa, Peterborough, Port Arthur, Sarnia, Sault Ste. Marie, St. Catharines, Sudbury, Moose Jaw, Regina, Saskatoon and Lethbridge.

<sup>4</sup> Maximum rates based on length of service. Majority of operators were paid these rates.

<sup>5</sup> Only one city reporting.

<sup>6</sup> Refers to predominant range.

<sup>7</sup> One city at \$1.53.

<sup>8</sup> One city at \$1.43.

<sup>9</sup> Two cities.



from 192.1 to 215.2\* during the 12-month period. This compares with a 13 per cent increase in the general average for all industries covered by the Department's annual survey.

Moderate differentials in wage rates existed between regions. Rates in Ontario were the highest; those in the Maritimes, the lowest. The other regions ranked in the following order: British Columbia, the Prairies and Quebec. Of course, there were exceptions to this generalization but, on the whole, this was the picture of regional wage rates in the industry in 1951.

As is usually the case in other industries, higher wages were paid in the larger cities than in the smaller ones. These are revealed in the table on page 1631, which gives some statistics on wage rates by occupation in cities grouped according to size of population.

Streetcar and bus operators are by far the largest occupational group in the industry. Wage rates for operators have steadily risen so that, by October, 1951, they were earning maximum wages ranging from 88 cents to \$1.40 per hour, in the localities covered. For the skilled non-operating workers, the range was from 92 cents to \$1.71 per hour. This latter group comprises the long-established craft groups such as machinists, carpenters and electricians. The unskilled group, including such occupations as trackmen and cleaners, received rates of pay ranging from 66 cents to \$1.33 per hour.

## Working Conditions

**The Normal Work Week.**—The most common work schedule in urban transportation in October, 1951 was 48 hours—six days of eight hours. However, several of the larger systems were on a five-day, 40-hour week. Seven of the systems used in this analysis, employing almost half of the workers covered in the survey, indicated having a five-day week for some or all of their employees; five of these (four of which were in Western Canada), reported a five-day schedule for all their employees.

\*In the calculation of the 1951 index, the wage rates for each city were classified under the four occupational groups listed in the table, viz., Operator, Non-operating Worker—Skilled, Semi-skilled, and Unskilled. Each group was weighted, and a city index calculated. From the city indexes, a provincial index was calculated by weighting the city indexes. Finally, the Canada index was computed, using the weights assigned to the provincial indexes.

The following table shows a distribution of the 35 transportation systems by population size of city and according to the length of the normal work week:—

Size Group (Population)	Length of Work Week in Hours				
	40	44	45	48	Over 48
Over 500,000.....	2	..	..	1	..
100,000-500,000 .....	3	2	..	5	..
Under 100,000.....	2	5	1	10	4

**Vacations with Pay.**—The transportation systems in all 35 cities provided at least one week's vacation with pay after a year (in one case, after less than a year) of service. In 20 of the centres, with a total of 15,580 male employees, a two-week vacation was given after one year of service; in most of the others, the service requirement for a two-week vacation with pay ranged up to five years. Extended vacations, three weeks in most cases, were granted in the majority of these centres after service requirements ranging from 10 to 25 years.

**Statutory Holidays.**—The majority of the systems reported the observance of eight to 10 statutory holidays. In 23 cities, the 16,000 non-office employees covered did not receive pay for these holidays unless they worked. Returns from nine cities (about 1,200 employees) indicated payment for all observed statutory holidays, even if not worked. One of the remaining three gave no information on the subject and the others reported payment for some of the holidays observed.

**Special Wage Clauses.**—Transportation systems in 12 centres with a total employment of 14,000 men reported having escalator arrangements with their employees with provisions for wage adjustments based on the movement of the official cost-of-living index. Included in these 12 were the three largest cities, Montreal, Toronto and Vancouver.

In this branch of the transportation industry, there are frequent occasions for the application of reporting pay and minimum call-in pay, particularly the latter. There was considerable difference in practice, however, among the cities studied.

Reporting pay, a guarantee of a specified amount to employees finding no work available for them upon reporting for a regular tour of duty, was provided in 16 of the systems; 14 others did not have such a provision. The practice was more common in the larger cities and, of those which did provide for reporting pay, two hours' remuneration was given in seven

cases and pay for a full shift in four. In the others, payment varied, six hours being given in two of the centres.

Minimum call-in pay is a guarantee of a specified minimum amount, usually in terms of the individual's wage rate, credited to employees who may be called in to work during their off-duty time between tours. In the transportation companies used in this study, eight indicated they did not have such a practice and seven others did not reply to the question. In those which answered affirmatively, two hours' pay was the most common, with 14 of the cities reporting this provision.

**Health and Welfare Plans and Pension Plans.**—Twenty-eight systems indicated having group sickness or accident plans

covering their employees. The male non-office employment in these comprised 95 per cent of the total.

Pension plans were reported by 23 systems employing all but 800 of the total male employees in the industry.

**Industrial Safety.**—The proportions of male non-office employees covered by each of the principal provisions for employees' safety and/or the treatment and prevention of illness among employees are as follows:—

	Percentage of Total Male Non-office Employees in Centres Covered
Worker-supervisor safety committee .....	71.3
Safety engineer .....	68.1
Employees trained in first aid..	92.1
Recurring medical examination..	34.7
Full-time plant nurse.....	11.4

# Prices and the Cost of Living\*

## Consumer Price Index, November 1, 1952

The Dominion Bureau of Statistics consumer price index rose 0.1 per cent to 116.1 between October 1 and November 1. Only fractional changes were recorded in any of the group indexes between those dates; two advanced and three declined.

This is the sixth successive month during which the index has moved no more than 0.1 per cent either way.

Foods showed the largest change, advancing 0.5 per cent to 115.7. Lower prices were recorded for grapefruit, beef and lamb, while butter, lard, eggs, oranges, and most fresh vegetables advanced in price. Seasonal consumption of fats, eggs, winter vegetables and some meats was somewhat higher during October, while the reverse was the case for bananas, lettuce, tomatoes and pre-cooked meats.

The clothing index declined 0.1 per cent to 109.8 as decreases in men's overcoats and boys' parkas were partially offset by slightly higher prices for men's oxfords and women's overshoes. Household operation decreased from 116.2 to 115.9 following lower quotations for fuel oil, carpets and household textiles.

Scattered small increases advanced the index of other commodities and services from 116.4 to 116.6. The shelter com-

ponent moved down 0.1 per cent to 121.4 as a result of a small decrease in the homeowner replacement index.

## Cost-of-Living Index, November 1, 1952

The cost-of-living index decreased 0.1 per cent—from 185.0 to 184.8—between October 1 and November 1. Three of the group indexes declined, two advanced and one remained unchanged.

The food index dropped from 229.3 to 229.0; at November 1 last year it was 250.2. The rent index remained unchanged at 148.9, compared with 144.8 a year ago. The fuel and light index rose from 150.9 to 151.1, a figure slightly higher than last year's 150.8. The clothing index declined from 206.7 to 205.5; last year it stood at 214.6. The home furnishings and services index decreased from 195.9 to 195.5; the November 1, 1951, figure was 199.9. The miscellaneous index increased to 148.8 from 148.5 at October 1 and 144.9 at November 1, 1951.

## City Cost-of-Living Indexes, October, 1952

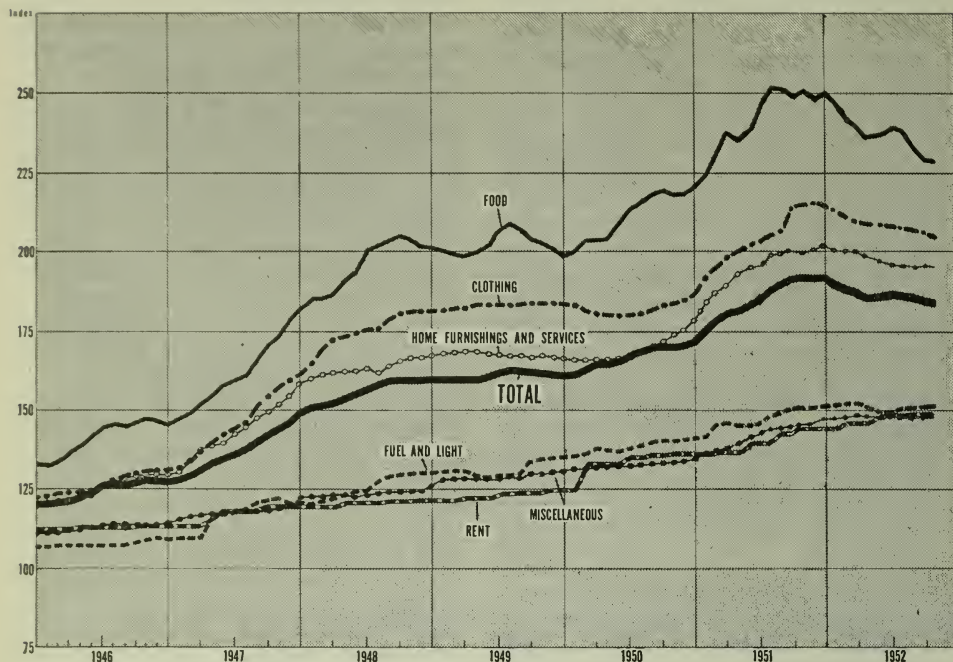
Cost-of-living indexes for each of the nine regional cities moved down between September 2 and October 1. Substantial decreases in the food and clothing groups were mainly responsible.

Sharp drops in beef and fresh vegetables prices were noted in all centres. Decreases

\*See Tables F-1 to F-6 at end of book.



## COST OF LIVING IN CANADA FROM JANUARY, 1946



for lamb and veal and increases for oranges were also general. Lower clothing indexes in the nine cities mainly reflected decreases in the prices of men's wool underwear, women's winter coats and nylon hosiery.

The home furnishings and services and the miscellaneous items indexes recorded small mixed changes except in Montreal, where an increase in tramway fares contributed to a significant rise in the miscellaneous items index. Fuel and light indexes were unchanged in seven cities while in Toronto and Montreal firmer coal prices were reflected in higher indexes. Rents were not surveyed in October and the indexes remained unchanged.

Composite city cost-of-living index point changes between September 2 and October 1 were as follows: Halifax -2.7 to 174.0; Saint John -2.3 to 181.6; Montreal -1.9 to 189.8; Vancouver -1.7 to 187.3; Toronto -1.5 to 181.8; Winnipeg -1.5 to 177.5; Saskatoon -1.2 to 181.5; Edmonton -0.7 to 177.0; St. John's -0.6 to 103.0.

### Wholesale Prices, October, 1952

The general wholesale price index declined a further 0.5 per cent to 221.0 between September and October. With one exception (June, 1952) this marked the

15th consecutive month of lower levels for this index. Seven of the eight major groups moved down between September and October.

A decrease in animal products of 2.3 per cent to 233.1 reflected further weakness in livestock prices as well as fresh and cured meats. These outweighed firmness for milk and its products, eggs and footwear. Further decreases for lead and zinc accounted for a drop of 1.1 per cent to 168.1 for non-ferrous metals. Other group changes were relatively small. Iron and its products, moving against the trend, advanced 1.3 per cent to 221.1, reflecting advances in rolling-mill products, pig iron and wire.

Canadian farm product prices at terminal markets declined from 225.5 to 221.3 between September and October following lower prices for both field and animal products. Lower livestock prices outweighed increases for eggs, butterfat, and fluid milk to reduce the animal products series 2.3 per cent to 263.0. Field products declined 1.2 per cent to 179.7, reflecting seasonally lower prices for potatoes.

Residential building material prices have fallen slowly over the past 12 months from 290.8 in October, 1951, to 284.3 for October this year. Most of the drop has



been in relatively few groups, notably lumber, paint and glass, electrical equipment, and plumbing and heating. In contrast, brick, tile and stone, lath, plaster and insulating materials, cement, sand and

gravel and miscellaneous building materials have moved somewhat higher. Between September and October the composite index declined from 284·6 to 284·3, due to further weakness in lumber.

## Strikes and Lockouts

### Canada, October, 1952\*

Fewer man-days were lost in industrial disputes which resulted in work stoppages in October than in any of the previous six months but the time loss was still substantial. More than half the strike idleness in October resulted from three stoppages: salmon fishermen in British Columbia, shipyard workers at Montreal, and cotton factory workers at Hamilton, Ont.

Wage increases and related questions were the central issues in 23 of the 38 stoppages in existence during the month, causing 68 per cent of the total idleness. Six stoppages arose over dismissals or suspensions; two over causes affecting working conditions; four over union questions; and three were inter-union disputes.

Preliminary figures for October, 1952, show 38 strikes and lockouts in existence, involving 13,322 workers, with a time loss of 165,009 man-working days, compared with 41 strikes and lockouts in September, 1952, with 15,045 workers involved and a loss of 203,245 days. In October, 1951, there were 33 strikes and lockouts, with 8,665 workers involved and a loss of 55,467 days.

For the first ten months of 1952, preliminary figures show 195 strikes and lockouts in existence, involving 114,858 workers, with a time loss of 2,778,132 days. In the same period in 1951 there were 233 strikes and lockouts, with 80,013 workers involved and a loss of 747,094 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October, 1952, was 0·18 per cent of the estimated working time; 0·22 per cent in September, 1952; 0·06 per cent in October, 1951; 0·30 per cent for the first ten months of 1952; and 0·08 per cent for the first ten months of 1951.

Of the 38 stoppages in existence in October, 1952, one was settled in favour of the workers, six in favour of the employers, 11 were compromise settlements and eight were indefinite in result, work being resumed pending final settlement. At the end of the month 12 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; jewellery factory workers at Toronto, Ont., on December 3, 1951; handbag factory workers at Montreal, Que., on August 31, 1951; furniture factory workers at Nicolet, Que., on September 27, 1951; truck drivers and warehousemen at Ottawa, Ont., on January 21, 1952; stamp and stencil factory workers at Hamilton, Ont., on May 20, 1952; and waitresses at Timmins, Ont., on May 23, 1952.)

### Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* and in this article are taken, as far as possible, from the government publications of the countries concerned, or from the *International Labour Office Year Book of Labour Statistics*.

\*See Tables G-1 and G-2 at end of book.

#### Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1952, was 143 and 23 were still in progress from the previous month,

making a total of 166 during the month. In all stoppages of work in progress, 44,200 workers were involved and a time loss of 165,000 working days caused.

Of the 143 disputes leading to stoppages of work which began in August, seven, directly involving 300 workers, arose over demands for advances in wages and 57, directly involving 7,300 workers, over other wage questions; five, directly involving 2,000 workers, over questions as to working hours; 21 directly involving 1,500 workers, over questions respecting the employment of particular classes or persons; 51, directly involving 2,000 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, were in support of workers involved in other disputes.

#### **New Zealand**

For the second quarter of 1952 figures show 14 strikes, involving directly and indirectly 4,076 workers and causing a time loss of 3,124 man-days.

#### **United States**

Preliminary figures for September, 1952, show 475 work stoppages resulting from

labour-management disputes beginning in the month in which 230,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,200,000 man-days. Corresponding figures for August, 1952, are 450 work stoppages involving 225,000 workers and a time loss of 2,100,000 days.

#### **Italy**

Strikes in Italy accounted for a loss of 26,410,000 working hours during 1951. This is a considerably lower figure than the 43,066,000 working hours lost in 1950 and the 95,430,000 lost in 1949.

According to figures recently published by the Central Institute of Statistics, the number of strikes in Italy in 1951 was 1,220, compared with 1,315 in 1950 and 1,203 in 1949.

During 1951 there were 1,140,802 workers on strike, compared with 3,520,524 in 1950 and 3,022,654 in 1949.

In all three years the industries having the largest number of strikes were food, textiles, engineering, printing and the heavy industries generally.

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## **Current Labour Conditions—concluded**

On these additional matters, the majority report did not recommend the inclusion of a cost-of-living escalator clause or a union shop clause in the agreements. It did recommend provision for a check-off and the dropping of the "emergency clause" on overtime.

The report also recommended that the new agreements be effective at the date of ultimate agreement between the companies and the unions and for a period of one year.

David Lewis, the member of the Board nominated by the unions, submitted a minority report recommending a wage increase of 10 per cent plus 13 cents an

hour for an average increase of 26 cents, the inclusion of a suitable cost-of-living escalator clause in the new agreements, and the adoption of a union shop and a check-off.

The railways announced their acceptance of the recommendations of the majority of the Board.

The unions, on the other hand, announced through Frank Hall, Chairman of the General Conference Committee, their rejection of the majority report of the Board and their substantial agreement with the minority report. Subsequently the unions and the railways agreed to meet for further negotiations.

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# Labour Statistics

	PAGE
Table 1—Statistics Reflecting Industrial Conditions in Canada.....	1639

## A—Labour Force

### *Immigration Branch, Department of Citizenship and Immigration*

Table A-1—Distribution of Immigrants as Adult Males, Adult Females and Children.....	1640
Table A-2—Distribution of All Immigrants by Region.....	1640
Table A-3—Distribution of Immigrants by Occupation.....	1641

## B—Labour Income

### *Dominion Bureau of Statistics Monthly Estimates of Labour Income*

Table B-1—Estimates of Labour Income.....	1641
---	------

## C—Employment, Hours and Earnings

### *Dominion Bureau of Statistics: Employment and Payrolls*

Table C-1—Employment Index Numbers by Provinces.....	1642
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1642
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1643

### *Dominion Bureau of Statistics: Man-Hours and Hourly Earnings*

Table C-4—Hours and Earnings in Manufacturing.....	1644
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1644
Table C-6—Hours and Earnings by Industry.....	1645

### *Economics and Research Branch, Department of Labour*

Table C-7—Real Earnings in Manufacturing.....	1646
---	------

## D—Employment Service Statistics

### *Dominion Bureau of Statistics*

Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1647
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1648
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1649
Table D-4—Activities of National Employment Service Offices.....	1650
Table D-5—Applications and Placements Since 1942.....	1655
Table D-6—Vacancies and Placements of National Employment Service Offices (Quarterly).....	1656

## E—Unemployment Insurance

### *Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act*

Table E-1—Number Receiving Benefit with Amount Paid.....	1660
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1660
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1661
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1661
Table E-5—Estimates of the Insured Population.....	1661
Table E-6—Unemployment Insurance Fund.....	1662
Table E-7—Claims for Benefit Since 1942.....	1663

## F—Prices

### *Dominion Bureau of Statistics*

Table F-1—Index Numbers of the Cost of Living in Canada.....	1664
Table F-1a—Consumer Price Index Numbers, Canada.....	1665
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1666
Table F-3—Index Numbers of Staple Food Items.....	1666
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1668
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1667
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1672

## G—Strikes and Lockouts

### *Economics and Research Branch, Department of Labour*

Table G-1—Strikes and Lockouts in Canada by Month.....	1673
Table G-2—Strikes and Lockouts in Canada During October.....	1674

**TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA**

Items	1952		1951	1950	1944	1939
	Oct.	Sept.	Sept.	Sept.	Sept.	Sept.
<b>Total Population *</b> ..... 000		14,430	14,009	13,921	11,975	11,267
<b>Labour Force—</b>						
Civilian labour force (1)..... 000		5,419	5,343	5,324	†	†
Persons with jobs..... 000		5,333	5,266	5,221	†	†
Male..... 000		4,166	4,136	4,107	†	†
Female..... 000		1,167	1,130	1,114	†	†
Paid workers..... 000		3,947	3,798	3,639	†	†
Without jobs and seeking work..... 000		86	77	103	†	†
Index of employment (1939 = 100).....	102·0	190·6	185·4	174·1	†	†
Immigration..... No.		9,267	13,228	5,030	976	1,461
Adult males..... No		3,190	6,955	2,262	262	451
<b>Earnings and Hours—</b>						
Total labour income..... \$000,000			848	728	†	†
Per capita weekly earnings..... \$	55·03	54·55	50·66	44·17	†	†
Average hourly earnings, mfg..... c		129·6	120·6	104·4	†	†
Average hours worked per week, mfg..... c		41·6	41·5	41·9	†	†
Real weekly earnings, mfg. (2).....		111·3	103·0	100·6	†	†
<b>National Employment Service—</b>						
Live Applications for employment						
(1st of month) (2)..... 000	142·8	157·2	127·1	151·6	59·6	†
Unfilled vacancies (1st of month) (2)..... 000	49·7	47·0	59·5	46·2	188·1	†
Placements, weekly average..... 000			21·1	19·9	†	†
<b>Unemployment insurance—</b>						
Ordinary live claims (1st of month)..... 000	92·6	(7) 102·0	80·9	98·9	5·4	†
Balance in fund..... \$000,000		831·6	739·1	614·5	228·9	†
<b>Price Indexes—</b>						
General wholesale (4).....		222·1	240·0	222·6	†	†
Cost-of-living index (4).....	185·0	186·5	189·8	160·8	118·8	100·8
Residential building materials (4).....			290·8	256·3	†	†
Consumer Price Index (1949 = 100).....			116·5	104·3	74·5	62·8
<b>Production—</b>						
Industrial production index (4).....			208·2	204·5	195·4	111·8
Mineral production index (4).....			174·4	153·3	102·1	120·2
Manufacturing index (4).....			214·1	214·4	216·2	110·1
Pig iron..... 000 tons		222·7	212·5	199·4	145·4	66·0
Steel ingots and castings..... 000 tons		286·3	268·2	274·9	242·7	124·4
Inspected slaughtering, cattle..... 000	140·6	108·8	94·7	113·0	125·2	84·4
hogs..... 000	583·0	428·4	280·7	298·2	440·6	269·6
Flour production..... 000,000 bbls.		2·12	1·80	1·86	1·97	1·93
Newsprint (2)..... 000 tons		461·5	431·1	437·6	244·2	253·2
Cement producers' shipments..... 000,000 bbls.		1·67	1·54	1·61	(5) 0·86	(5) 0·85
Automobiles and trucks..... 000		41·1	29·9	38·0	12·5	3·9
Gold..... 000 fine oz			359·0	364·4	237·1	422·4
Copper..... 000 tons		21·5	21·8	21·0	21·6	25·4
Lead..... 000 tons		14·2	11·9	15·3	9·5	16·2
Nickel..... 000 tons		10·9	11·7	11·7	11·4	10·2
Zinc..... 000 tons		29·7	29·2	29·1	23·5	14·9
Coal..... 000 tons		1,422	1,512	1,515	1,396	1,385
Crude petroleum..... 000,000 bbls.			4·93	2·73	0·85	0·72
Electric power..... 000,000 k.w.h		4,993	4,406	4,121	3,235	2,381
<b>Construction—</b>						
Contracts awarded..... \$000,000	191·1	150·2	185·3	129·1	25·3	19·4
Dwelling units started..... 000			5·5	10·2	†	†
completed..... 000			7·0	7·9	†	†
under construction..... 000			58·4	70·0	†	†
<b>Distribution—</b>						
Wholesale sales index, unadjusted (4)..... \$000,000		403·6	357·0	†	†	†
Retail trade..... \$000,000		946·0	891·2	866·2	†	†
Imports, excluding gold..... \$000,000	377·7	349·1	311·5	279·7	159·7	73·6
Exports, excluding gold..... \$000,000	372·0	335·9	320·1	279·1	264·6	81·5
<b>Railways—</b>						
Revenue freight, ton miles..... 000,000			5,320	5,235	5,563	4,800
cars loaded..... 000			349·7	363·1	317·0	294·7
<b>Banking and Finance—</b>						
Common stocks, index (4).....	163·6	171·6	179·8	141·5	85·0	91·2
Preferred stocks, index (5).....		162·4	166·4	158·2	126·3	100·5
Bond yields, Dominion, index (4).....	118·6	119·6	105·0	89·8	97·0	117·0
Cheques cashed, individual accounts..... \$000,000		10,065	8,775	8,747	4,819	2,832
Bank loans, current public..... \$000,000			2,901	2,352	939	891
Money supply..... \$000,000			4,765	4,919	(3) 3,153	(5) 1,370
Circulating media in hands of public..... \$000,000			1,275	1,216	967	(5) 281
Deposits..... \$000,000			3,490	3,703	(5) 2,163	(5) 1,059

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

\* Population figures given are as at June 1, 1952, 1951, Sept. 1, 1950 and June 1, 1944, 1939.

† Comparable statistics are not available.

(†) Labour Force Survey figures given are as at August 16, 1952, August 18, 1951 and August 19, 1950. Estimates are based on 1951 census. Detailed figures will be found in tables A4-A7 of the November issue of the Labour Gazette.

(2) Real earnings computed by dividing the Consumer Price Index into the average weekly earnings index; base: average 1949 = 100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39 = 100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

(7) Effective August 1, 1952, claimants on temporary mass lay-offs excluded from total of claimants.

## A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total, 1950.....	30,700	24,172	19,040	73,912
Total, 1951.....	95,818	53,239	45,334	194,391
1951—				
September.....	6,955	3,591	2,682	13,228
October.....	11,433	6,161	4,994	22,588
November.....	11,725	5,983	4,534	22,242
December.....	9,434	5,787	4,455	19,676
1952—				
January.....	6,453	3,958	2,720	13,131
February.....	4,666	3,306	2,997	10,969
March.....	8,751	5,307	4,585	18,643
April.....	9,097	5,554	4,846	19,497
May.....	8,819	5,639	5,390	19,848
June.....	6,398	5,028	4,543	15,969
July.....	6,124	5,522	5,041	16,687
August.....	4,313	3,935	3,037	11,285
September.....	3,190	3,373	2,704	9,267

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391
1951—						
September.....	277	3,488	6,750	1,627	1,086	13,228
October.....	348	6,553	11,438	2,650	1,599	22,588
November.....	447	5,885	11,662	2,355	1,893	22,242
December.....	381	6,071	9,697	2,266	1,261	19,676
1952—						
January.....	353	3,660	6,701	1,334	1,083	13,131
February.....	259	2,120	6,110	1,523	957	10,969
March.....	406	4,209	10,338	2,257	1,433	18,643
April.....	526	4,140	10,584	2,540	1,707	19,497
May.....	521	4,044	10,537	3,019	1,727	19,848
June.....	564	2,990	8,202	2,670	1,543	15,969
July.....	527	3,029	8,746	2,689	1,696	16,687
August.....	280	2,683	5,298	2,001	1,023	11,285
September.....	263	1,999	4,415	1,609	981	9,267



**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domes- tics	Others	Total Workers
1951									
September.....	1,461	2,395	2,605	417	415	222	381	431	8,327
October.....	2,317	3,977	4,728	569	444	274	805	545	13,659
November.....	2,019	3,878	5,209	632	424	311	748	515	13,736
December.....	1,710	3,922	3,369	478	310	217	1,004	613	11,623
1952									
January.....	1,164	2,572	2,135	473	501	245	732	112	7,934
February.....	1,239	1,540	1,552	390	385	192	383	96	5,777
March.....	2,240	2,928	3,120	657	527	309	606	165	10,552
April.....	2,318	2,904	3,313	768	612	352	634	228	11,129
May.....	2,611	2,635	2,789	795	660	409	577	192	10,668
June.....	1,979	1,602	2,086	707	630	347	566	126	8,043
July.....	2,131	1,476	1,871	763	656	324	751	161	8,133
August.....	1,729	761	1,090	459	669	247	798	78	5,841
September.....	592	748	1,021	480	686	260	470	83	4,340

## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation, Communi- cation, Storage Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	21	59	9	56	58	5	208
1939—Average.....	23	62	8	58	59	5	215
1940—Average.....	26	78	11	63	60	6	244
1941—Average.....	29	106	16	73	66	8	298
1942—Average.....	30	142	18	80	71	10	353
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—August.....	52	214	54	171	148	22	661
1950—August.....	57	232	58	171	157	24	699
*1951—January.....	59	252	47	187	160	25	730
February.....	59	251	46	188	162	24	733
March.....	55	260	46	191	168	25	745
April.....	55	266	53	196	166	27	763
May.....	61	269	59	202	174	27	792
June.....	67	276	64	208	179	27	821
July.....	66	276	68	209	178	30	827
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848
October.....	74	283	73	216	180	29	855
November.....	76	283	71	219	179	29	857
December.....	73	268	55	225	188	28	837
*1952—January.....	71	281	59	212	181	29	833
February.....	74	287	59	212	186	28	846
March.....	70	292	61	214	187	28	852
April.....	60	294	66	218	187	29	854
May.....	65	295	72	222	193	29	876
June.....	65	294	79 <sup>r</sup>	227	198	29	892 <sup>s</sup>
July.....	65	297	87	229	197	30	905
August.....	72	307	87	230	196	30	922

\* Includes Newfoundland.

<sup>r</sup> revised.

## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES**

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,477,692.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
Jan. 1, 1951	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Apr. 1, 1951	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951	185.4	192.4	157.8	182.3	173.2	194.1	180.4	157.8	219.0	198.9
Oct. 1, 1951	186.5	188.6	158.6	183.6	175.3	195.4	178.6	156.9	214.0	201.0
Nov. 1, 1951	186.4	182.6	158.4	186.2	178.0	193.9	178.4	157.7	211.3	197.9
Dec. 1, 1951	186.6	181.0	156.2	192.3	178.6	194.7	177.5	156.5	210.9	195.1
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	177.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.1	209.3	163.9	181.8	179.0	197.8	182.9	164.1	234.1	200.9

Percentage Distribution of Employees of Reporting Establishments at September 1, 1952. 100.0 0.2 3.7 2.6 29.3 42.4 5.2 2.4 5.0 9.2

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

**TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average	100.0	100.0	100.0	\$23.44	100.0	100.0	100.0	\$22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	330.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
Jan. 1, 1951	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Apr. 1, 1951	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951	184.3	394.0	214.0	50.16	194.0	440.1	226.8	51.68
Sept. 1, 1951	185.4	400.2	216.1	50.66	194.1	446.1	229.8	52.37
Oct. 1, 1951	186.5	410.0	220.1	51.59	194.2	454.4	233.9	53.31
Nov. 1, 1951	186.4	413.4	222.1	52.05	190.8	451.4	236.5	53.89
Dec. 1, 1951	186.6	416.7	223.6	52.41	189.1	451.8	238.9	54.44
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952	190.1	441.4	232.6	54.52	197.9	489.9	247.5	56.40

<sup>1</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

Source: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Sept. 1 1952	Aug. 1 1952	Sept. 1 1951
	Sept. 1 1952	Aug. 1 1952	Sept. 1 1951	Sept. 1 1952	Aug. 1 1952	Sept. 1 1951			
							\$	\$	\$
<b>(a) PROVINCES</b>									
Prince Edward Island.....	209.3	207.9	192.4	431.6	429.9	365.9	41.06	41.17	37.85
Nova Scotia.....	163.9	160.4	157.8	352.1	346.8	313.2	46.03	46.32	42.56
New Brunswick.....	181.8	172.3	182.3	406.4	392.8	394.2	45.47	46.40	43.85
Quebec.....	179.0	183.5	173.2	435.8	439.7	396.1	51.82	51.00	48.66
Ontario.....	197.8	195.9	194.1	458.1	452.6	417.8	56.76	56.62	52.72
Manitoba.....	182.9	182.7	180.4	373.6	370.3	348.7	52.52	52.12	49.69
Saskatchewan.....	164.1	166.1	157.8	350.3	355.6	310.0	51.72	51.84	47.61
Alberta.....	234.1	231.5	219.0	512.0	493.1	441.3	55.64	54.16	51.28
British Columbia.....	200.9	183.9	198.9	465.8	409.4	412.1	60.26	57.87	53.86
<b>CANADA.....</b>	<b>190.1</b>	<b>188.8</b>	<b>185.4</b>	<b>441.4</b>	<b>433.3</b>	<b>400.2</b>	<b>54.52</b>	<b>53.89</b>	<b>50.66</b>
<b>(b) METROPOLITAN AREAS</b>									
Sydney.....	114.8	115.2	110.4	299.5	294.6	256.3	58.34	57.17	51.88
Halifax.....	219.8	215.3	211.8	415.8	411.9	366.4	44.31	44.80	40.52
Saint John.....	177.2	165.7	166.9	356.6	336.1	312.4	43.12	43.47	40.14
Quebec.....	157.1	163.1	159.3	374.2	392.6	355.7	44.39	44.85	41.59
Sherbrooke.....	173.5	171.1	174.0	402.6	392.1	378.5	45.06	44.50	42.23
Three Rivers.....	176.7	177.6	187.8	455.4	464.8	479.9	51.57	52.36	51.13
Drummondville.....	172.3	170.8	212.2	441.2	420.9	527.5	49.03	47.18	47.52
Montreal.....	184.0	182.8	175.8	424.5	418.0	377.1	52.73	52.27	49.00
Ottawa—Hull.....	191.3	192.1	192.1	406.3	410.4	387.2	49.20	49.48	46.73
Peterborough.....	197.2	198.0	207.5	538.9	543.0	540.2	57.73	57.93	54.85
Oshawa.....	274.1	262.4	255.3	779.5	703.4	631.9	67.24	63.38	58.57
Niagara Falls.....	311.6	297.3	264.3	810.9	775.5	598.6	62.77	62.92	54.57
St. Catharines.....	250.6	243.8	246.7	650.0	641.8	604.9	63.64	64.59	60.11
Toronto.....	201.6	200.2	195.5	455.4	450.7	413.9	57.08	56.87	53.20
Hamilton.....	202.5	203.3	206.8	497.2	498.2	470.4	59.40	59.30	55.11
Brantford.....	208.3	206.6	208.7	562.7	571.0	525.2	56.09	57.39	52.30
Galt.....	157.8	154.0	154.8	402.0	381.9	360.6	52.28	50.87	47.68
Kitchener.....	175.9	173.7	183.7	443.1	429.5	413.1	53.43	52.44	47.77
Sudbury.....	183.8	182.7	176.0	417.5	413.2	368.5	68.25	67.92	63.04
London.....	199.4	197.0	193.8	443.0	438.9	410.7	52.57	52.73	50.21
Sarnia.....	323.3	334.3	307.9	797.9	792.7	639.1	68.40	65.72	66.81
Windsor.....	232.8	236.4	223.7	537.6	537.9	460.5	64.37	63.43	57.38
Sault Ste. Marie.....	247.9	244.2	230.4	566.7	587.1	493.3	62.83	63.81	56.96
Ft. William—Pt. Arthur.....	234.6	250.4	228.1	524.6	570.5	489.4	56.91	58.00	54.54
Winnipeg.....	177.8	178.3	175.1	361.6	360.2	333.8	49.62	49.30	46.49
Regina.....	176.8	177.6	170.4	385.9	383.8	335.2	49.44	48.94	44.56
Saskatoon.....	206.4	208.3	193.6	444.4	444.1	377.0	47.69	47.22	43.22
Edmonton.....	297.6	283.7	266.1	684.7	619.5	552.8	54.10	51.34	48.84
Calgary.....	236.4	234.4	223.4	492.7	481.9	422.7	53.64	52.92	48.82
Vancouver.....	205.5	194.9	207.8	460.8	428.2	430.8	56.24	55.10	51.94
Victoria.....	220.1	212.7	231.9	489.2	459.4	492.0	53.27	51.77	50.91
<b>(c) INDUSTRIES</b>									
Forestry (chiefly logging).....	149.8	122.4	181.8	485.3	383.3	505.5	56.08	54.21	48.15
Mining.....	126.2	127.3	119.5	289.1	287.7	252.3	66.12	65.24	60.77
Manufacturing.....	197.9	194.1	194.1	489.9	474.6	446.1	56.40	55.71	52.37
Durable Goods <sup>1</sup> .....	250.8	247.0	242.1	630.8	607.7	559.8	61.12	59.78	56.17
Non-Durable Goods.....	163.8	160.0	162.9	388.7	379.1	363.9	51.75	51.66	48.71
Construction.....	223.5	236.6	206.7	665.5	678.5	556.0	55.96	53.91	50.44
Transportation, storage, communi- cation.....	192.5	192.3	189.0	383.8	383.6	361.3	57.04	57.06	54.74
Public utility operation.....	204.7	205.0	195.3	426.9	428.1	371.0	61.42	61.49	56.03
Trade.....	177.4	176.8	171.0	378.4	377.9	342.4	46.60	46.69	43.74
Finance, insurance and real estate.....	180.5	180.7	173.0	307.1	307.3	276.1	49.51	49.50	46.40
Service <sup>2</sup> .....	197.7	199.2	193.7	400.9	400.8	369.3	33.90	33.64	31.28
Industrial composite.....	190.1	188.8	185.4	441.4	433.3	400.2	54.52	53.89	50.66

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.



**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Sept. 1, 1945.....	44.1	44.2	44.0	69.2	76.5	60.9
Sept. 1, 1946.....	42.7	42.6	42.7	70.6	76.5	65.1
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Sept. 1, 1948.....	41.7	42.0	41.5	93.4	100.9	85.8
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Sept. 1, 1950.....	41.9	41.5	42.4	104.4	112.9	95.9
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951.....	41.5	41.7	41.4	120.6	130.0	110.6
Oct. 1, 1951.....	41.9	42.0	41.8	121.9	132.1	111.2
Nov. 1, 1951.....	41.8	42.1	41.5	123.5	133.3	113.0
Dec. 1, 1951.....	41.9	42.2	41.6	124.5	134.6	113.5
*Jan. 1, 1952.....	38.1	38.3	37.9	127.1	136.4	116.8
Feb. 1, 1952.....	41.6	41.9	41.2	127.1	137.5	115.7
Mar. 1, 1952.....	41.7	41.8	41.5	127.8	138.4	116.0
Apr. 1, 1952.....	42.1	42.3	41.8	129.0	139.6	116.9
May 1, 1952.....	41.9	42.1	41.6	129.4	139.5	117.8
June 1, 1952.....	41.3	41.4	41.3	129.7	139.6	118.4
July 1, 1952.....	41.3	41.4	41.2	128.6	138.3	117.9
Aug. 1, 1952.....	41.1	41.1	41.1	128.9	139.4	117.5
Sept. 1, 1952.....	41.6	41.8	41.4	129.6	141.1	117.0

\*These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1952	Aug. 1, 1952	Sept. 1, 1951	Sept. 1, 1952	Aug. 1, 1952	Sept. 1, 1951
Newfoundland.....	43.4	44.3	44.1	121.2	122.7	120.3
Nova Scotia.....	42.4	41.2	41.6	114.0	115.2	102.6
New Brunswick.....	43.0	43.6	43.4	111.5	110.9	107.8
Quebec.....	43.2	42.5	43.5	116.0	115.9	108.2
Ontario.....	41.1	40.7	40.8	137.2	137.2	127.5
Manitoba.....	41.0	40.9	40.9	124.0	123.3	117.2
Saskatchewan.....	41.0	40.8	40.3	131.4	128.5	121.0
Alberta.....	40.8	40.2	40.6	130.9	129.5	120.8
British Columbia.....	38.8	35.5	37.6	157.2	154.3	145.2
Montreal.....	42.0	41.1	42.5	121.9	121.3	112.4
Toronto.....	40.4	40.0	40.5	135.9	135.2	126.8
Hamilton.....	40.0	39.9	39.4	149.9	150.5	140.6
Windsor.....	40.1	39.0	38.5	160.5	160.5	143.4
Winnipeg.....	40.4	40.4	40.6	122.3	121.8	116.2
Vancouver.....	38.0	36.5	37.0	156.4	152.8	144.6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1952	Aug. 1 1952	Sept. 1 1951	Sept. 1 1952	Aug. 1 1952	Sept. 1 1951	Sept. 1 1952	Aug. 1 1952	Sept. 1 1951
<b>Mining</b> .....	<b>42.6</b>	<b>42.5</b>	<b>42.2</b>	<b>148.6</b>	<b>147.5</b>	<b>137.1</b>	<b>63.30</b>	<b>62.69</b>	<b>57.86</b>
Metal mining.....	44.2	44.4	42.5	149.7	148.9	140.4	66.17	66.11	59.67
Gold.....	45.4	45.8	44.9	130.8	130.7	124.6	59.38	59.86	55.95
Other metal.....	43.4	43.5	40.8	162.4	161.3	152.2	70.48	70.17	62.10
Fuels.....	39.5	39.2	39.7	152.3	151.8	140.8	60.16	59.51	55.90
Coal.....	38.6	38.4	39.1	150.1	149.9	138.7	57.94	57.56	54.23
Oil and natural gas.....	43.1	42.3	42.1	159.6	158.1	148.2	68.79	66.88	62.39
Non-metal.....	42.6	41.5	46.8	137.0	133.7	117.8	58.36	55.49	55.13
<b>Manufacturing</b> .....	<b>41.6</b>	<b>41.1</b>	<b>41.5</b>	<b>129.6</b>	<b>128.9</b>	<b>120.6</b>	<b>53.91</b>	<b>52.98</b>	<b>50.05</b>
Food and beverages.....	41.9	42.1	41.8	108.4	109.1	100.8	45.42	45.93	42.13
Meat products.....	40.7	41.3	40.5	137.4	133.5	132.9	55.92	55.14	53.82
Canned and preserved fruits and vegetables.....	38.7	38.1	36.7	87.8	88.4	83.5	33.98	33.68	30.64
Grain mill products.....	41.6	46.0	45.4	122.3	121.9	115.7	54.55	56.07	52.53
Bread and other bakery products.....	45.2	44.7	44.9	99.1	97.2	92.2	44.79	43.45	41.40
Distilled and malt liquors.....	42.5	42.5	42.3	140.6	140.8	122.3	59.76	59.84	51.73
Tobacco and tobacco products.....	40.3	40.5	44.0	128.9	128.5	112.2	51.95	52.04	49.37
Rubber products.....	41.6	40.6	40.6	130.9	131.1	127.7	54.45	53.23	51.85
Leather products.....	41.0	40.2	38.2	92.4	92.1	86.3	37.88	37.02	32.97
Boots and shoes (except rubber).....	40.6	40.1	38.0	89.0	88.7	83.3	36.13	35.57	31.65
Textile products (except clothing).....	41.2	40.4	39.5	104.4	104.0	99.0	43.01	42.02	39.11
Cotton yarn and broad woven goods.....	38.2	37.0	35.4	105.7	104.1	101.3	40.38	38.52	35.86
Woolen goods.....	43.4	43.1	41.7	98.8	99.1	93.2	42.88	42.71	38.86
Rayon, nylon and silk textiles.....	43.7	43.3	43.4	107.9	108.1	101.8	47.15	46.81	44.18
Clothing (textile and fur).....	38.6	37.4	37.3	91.9	91.2	87.7	35.47	34.11	32.71
Men's clothing.....	38.5	37.0	36.0	89.4	88.8	84.7	34.42	32.86	30.49
Women's clothing.....	36.7	35.2	36.2	96.6	96.2	90.9	35.45	33.86	32.91
Knit goods.....	39.8	38.9	39.7	93.3	92.1	87.9	37.13	35.83	34.90
* Wood products.....	43.0	40.8	41.3	117.5	107.1	108.8	50.53	43.70	44.93
Saw and planing mills.....	42.7	39.1	40.4	125.5	111.0	116.5	53.59	43.40	47.07
Furniture.....	43.5	42.7	42.3	105.4	105.2	98.3	45.85	44.92	41.58
Other wood products.....	43.5	43.9	43.7	99.6	97.1	91.2	43.33	42.63	39.85
Paper products.....	44.7	44.9	47.3	141.8	141.7	135.0	63.38	63.62	63.86
Pulp and paper mills.....	45.6	45.7	48.8	149.9	149.7	143.8	68.35	68.41	70.17
Other paper products.....	42.1	42.2	42.7	114.7	114.5	104.4	48.29	48.32	44.58
Printing, publishing and allied industries.....	39.6	39.4	40.1	149.9	148.6	133.9	59.36	58.55	53.69
* Iron and steel products.....	41.8	41.7	41.8	146.3	145.4	134.8	61.15	60.63	56.35
Agricultural implements.....	39.4	39.9	40.8	160.6	161.9	150.4	63.28	64.60	61.36
Fabricated and structural steel.....	42.0	41.2	42.2	156.7	154.7	137.5	65.81	63.74	58.03
Hardware and tools.....	41.7	41.8	42.4	130.9	130.9	121.0	54.59	54.72	51.30
Heating and cooking appliances.....	42.3	41.7	40.3	127.8	126.7	120.3	54.06	52.83	48.48
Iron castings.....	42.4	41.8	42.6	142.7	141.1	132.4	60.50	58.98	56.40
Machinery mfg.....	42.0	42.6	43.1	136.0	127.5	127.5	57.16	57.94	54.95
Primary iron and steel.....	41.8	41.7	40.7	158.6	157.1	147.1	66.29	65.51	59.87
Sheet metal products.....	42.0	41.5	41.6	140.5	137.2	126.1	59.01	56.94	52.46
* Transportation equipment.....	41.4	40.2	41.5	149.2	146.3	137.7	61.77	57.81	57.15
Aircraft and parts.....	44.8	41.7	47.8	146.8	140.4	135.5	65.77	58.55	64.77
Motor vehicles.....	41.6	39.6	39.2	166.8	164.4	148.1	69.39	65.10	58.06
Motor vehicles and parts accessories.....	39.3	40.1	39.7	152.0	152.9	138.4	59.74	61.31	54.94
Railroad and rolling stock equipment.....	40.0	38.5	40.8	142.1	141.8	137.4	56.84	54.59	56.06
Shipbuilding and repairing.....	42.2	42.2	42.8	141.9	137.0	128.0	59.88	57.81	54.78
* Non-ferrous metal products.....	41.3	41.0	42.1	149.6	149.0	134.0	61.78	61.09	56.41
Aluminum products.....	43.0	43.0	43.1	138.5	138.1	123.3	59.56	59.38	53.14
Brass and copper products.....	42.0	42.0	42.4	134.6	135.6	123.5	56.53	56.95	52.36
Smelting and refining.....	40.7	40.4	42.2	164.1	163.4	148.6	66.79	66.01	62.71
* Electrical apparatus and supplies.....	40.9	41.1	40.8	140.2	140.5	131.7	57.34	57.75	53.73
Heavy electrical machinery and equipment <sup>1</sup> .....	41.1	40.7	41.0	164.2	163.4	152.2	67.49	66.50	62.40
* Non-metallic mineral products.....	44.0	44.4	44.1	128.7	128.3	120.1	56.63	56.97	52.96
Clay products.....	44.1	44.9	44.5	121.3	121.1	112.0	53.49	54.37	49.84
Glass and glass products.....	44.6	45.6	43.6	124.7	124.3	115.1	55.62	56.68	50.18
Products of petroleum and coal.....	41.7	41.1	41.1	173.5	172.2	159.7	72.35	70.77	65.64
Chemical products.....	41.5	41.3	42.6	132.0	132.1	122.3	54.78	54.56	52.10
Medicinal and pharmaceutical preparations.....	41.1	40.9	41.1	107.6	107.3	97.8	44.22	43.89	40.20
Acids, alkalis and salts.....	41.3	40.5	43.9	149.9	152.0	137.4	61.91	61.56	60.32
Miscellaneous manufacturing industries.....	40.7	39.9	41.1	103.7	103.5	98.0	42.21	41.30	40.28
* Durable goods.....	41.8	41.1	41.7	141.1	139.4	130.0	58.98	57.29	54.21
Non-durable goods.....	41.4	41.1	41.4	117.0	117.5	110.6	48.44	48.29	45.79
Construction.....	42.8	42.0	41.7	130.1	127.4	120.3	55.68	53.51	50.17
Buildings and structures.....	41.9	42.3	40.9	143.6	141.9	131.0	60.17	60.02	53.58
Highways, bridges and streets.....	43.2	40.0	43.0	102.5	99.9	96.4	44.28	39.96	41.45
Electric and motor transportation.....	46.0	44.8	45.5	131.0	131.0	119.2	60.26	58.69	54.24
Service.....	42.9	42.9	42.7	72.7	72.1	68.3	31.19	30.93	29.16
Hotels and restaurants.....	44.0	44.2	44.0	71.4	70.4	66.9	31.42	31.12	29.44
Laundries and dry cleaning plants.....	41.0	40.9	40.5	71.6	71.5	67.7	29.36	29.24	27.42

<sup>1</sup>Durable manufactured goods industries.

**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, Dominion Bureau of Statistics  
Real Wages computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951	42.1	116.8	49.15	117.8	113.7	103.6
Week Preceding:						
September 1, 1951	41.5	120.6	50.05	120.0	116.5	103.0
October 1, 1951	41.9	121.9	51.08	122.5	117.1	104.6
November 1, 1951	41.8	123.5	51.62	123.8	117.9	105.0
December 1, 1951	41.9	124.5	52.17	125.1	118.1	105.9
January 1, 1952	41.7*	127.1	53.01*	127.1	118.2	107.5
February 1, 1952	41.6	127.1	52.87	126.8	117.6	107.8
March 1, 1952	41.7	127.8	53.29	127.8	116.9	109.3
April 1, 1952	42.1	129.0	54.31	130.2	116.8	111.5
May 1, 1952	41.7*	129.4	53.96*	129.4	115.9	111.6
June 1, 1952	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952 <sup>(1)</sup>	41.6	129.6	53.91	129.2	116.1	111.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price index into the average weekly earnings index.  
(Average 1949 = 100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1952, 38.1 hours, \$48.43, May 1, 1952, 41.9 hours, \$51.22.

(1) Latest figures subject to revision.



## D—National Employment Service Statistics

Tables D-1 to D-7 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**Form UIC 751:** This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

**Form UIC 757:** This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data

on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

Claimants for unemployment insurance benefits who are subject to a temporary mass lay-off are not registered for employment, and thus are not included in the statistics reported on form UIC 751 nor in the main figures in form UIC 757. A temporary mass lay-off is defined as a lay-off either for a determinate or indeterminate period which affects 50 or more workers and where the workers affected, so far as is known, will be returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register are registered for employment on their next visit to the office and henceforth are counted in both statistical reporting forms. Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting forms unless they specifically ask to be registered for employment.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1946	91,662	41,156	132,818	102,676	31,593	134,269
November 1, 1947	65,184	27,740	92,924	64,730	31,099	95,829
November 1, 1948	31,856	18,595	50,451	67,569	34,280	101,849
November 1, 1949	14,535	15,200	29,735	122,664	49,702	172,366
November 1, 1950	41,144	13,085	54,229	89,690	57,313	147,003
November 1, 1951	44,820	10,868	55,688	94,491	61,017	155,508
December 1, 1951	29,933	9,094	39,027	138,946	69,071	208,017
January 1, 1952	21,192	8,218	29,410	216,839	73,400	290,239
February 1, 1952	14,957	8,736	23,693	275,814	87,011	362,825
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
June 1, 1952	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952 (1)	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952 (1)	23,846	18,092	41,938	99,383	49,258	148,641

\*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 30, 1952**

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From	
				August 29, 1952	September 27, 1951 h
<b>Agriculture, fishing, trapping</b> .....	<b>1,826</b>	<b>337</b>	<b>2,163</b>	<b>+</b> 201	<b>—</b> 698
<b>Logging</b> .....	<b>3,863</b>	<b>7</b>	<b>3,870</b>	<b>+</b> 2,179	<b>—</b> 17,875
Pulpwood.....	3,425	2	3,427	+	2,114
Lumber.....	381	5	386	+	47
Other logging.....	57	.....	57	+	18
<b>Mining</b> .....	<b>1,107</b>	<b>26</b>	<b>1,133</b>	<b>—</b> 42	<b>—</b> 1,124
Coal.....	256	.....	256	+	21
Metallic ores--					
Iron.....	163	3	166	—	31
Gold.....	164	4	168	+	31
Nickel.....	196	.....	196	—	73
Other metallic ores and non-metallic minerals.....	216	7	223	+	17
Prospecting and oil producing.....	112	12	124	—	7
<b>Manufacturing</b> .....	<b>6,196</b>	<b>5,801</b>	<b>11,997</b>	<b>—</b> 898	<b>+</b> 500
Food and kindred products (inc. tobacco).....	534	662	1,246	—	968
Textiles, apparel, etc.....	750	3,542	4,292	+	293
Lumber and finished lumber products.....	759	89	848	—	84
Pulp and paper products (inc. printing).....	394	350	744	+	165
Chemicals and allied products.....	192	143	335	+	63
Petroleum and coal products.....	28	5	33	—	2
Rubber products.....	40	28	68	+	6
Leather and leather products.....	196	324	520	—	108
Stone, clay and glass products.....	191	48	239	—	50
Iron and steel and products.....	664	60	724	—	8
Non-ferrous metals and products.....	355	110	465	—	31
Machinery.....	475	54	529	—	56
Electrical equipment and products.....	391	112	503	+	79
Transportation equipment and other manufacturing.....	1,177	274	1,451	—	197
<b>Construction</b> .....	<b>6,812</b>	<b>81</b>	<b>6,893</b>	<b>+</b> 418	<b>—</b> 598
<b>Transportation and storage</b> .....	<b>1,320</b>	<b>108</b>	<b>1,428</b>	<b>—</b> 168	<b>—</b> 801
<b>Communications, and other public utilities</b> .....	<b>236</b>	<b>180</b>	<b>416</b>	<b>—</b> 9	<b>—</b> 358
<b>Trade</b> .....	<b>3,602</b>	<b>3,399</b>	<b>7,001</b>	<b>+</b> 638	<b>+</b> 995
Wholesale.....	1,103	578	1,681	+	78
Retail.....	2,499	2,821	5,320	+	560
<b>Finance, insurance, real estate</b> .....	<b>852</b>	<b>746</b>	<b>1,598</b>	<b>+</b> 154	<b>—</b> 3
<b>Service</b> .....	<b>3,650</b>	<b>9,656</b>	<b>13,306</b>	<b>—</b> 420	<b>+</b> 1,134
Public.....	1,097	438	1,535	—	65
Domestic.....	121	3,999	4,120	+	571
Personal.....	1,431	4,683	6,114	—	973
Other service.....	1,001	536	1,537	+	47
<b>ALL INDUSTRIES</b> .....	<b>29,464</b>	<b>20,341</b>	<b>49,805</b>	<b>+</b> 2,053	<b>—</b> 18,828

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT OCTOBER 2, 1952 (1)**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies(2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,560	783	2,343	3,828	1,162	4,990
Clerical workers.....	2,054	3,821	5,875	5,591	14,360	19,951
Sales workers.....	1,591	1,695	3,286	2,654	6,547	9,201
Personal and domestic service workers....	1,133	8,299	9,432	11,223	8,912	20,135
Seamen.....	67	1	68	929	5	934
Agriculture and fishing.....	1,605	84	1,689	733	124	857
Skilled and semiskilled workers.....	13,304	3,942	17,246	33,044	8,852	41,896
Food and kindred products (inc. tobacco).....	90	116	206	601	414	1,015
Textiles, clothing, etc.....	312	2,982	3,294	1,263	1,869	6,132
Lumber and wood products.....	4,315	2	4,317	3,614	46	3,660
Pulp, paper (inc. printing).....	50	32	82	708	363	1,071
Leather and leather products.....	119	213	332	387	351	738
Stone, clay and glass products.....	17	5	22	147	32	179
Metal working.....	1,738	30	1,768	4,692	432	5,124
Electrical.....	281	41	322	616	336	952
Transportation equipment.....	78	.....	78	213	126	339
Mining.....	403	.....	403	409	1	410
Construction.....	2,631	.....	2,631	6,851	.....	6,851
Transportation (except seamen).....	1,133	21	1,154	5,005	31	5,036
Communications and public utility.....	42	.....	42	165	1	166
Trade and service.....	299	285	584	882	766	1,648
Other skilled and semiskilled.....	1,535	156	1,691	5,298	899	6,197
Foremen.....	60	2	62	949	146	1,095
Apprentices.....	201	57	258	1,214	39	1,253
Unskilled workers.....	7,744	2,060	9,804	35,697	9,178	44,875
Food and tobacco.....	202	358	560	744	1,633	2,377
Lumber and lumber products.....	419	47	466	1,711	171	1,882
Metalworking.....	323	39	362	1,765	323	2,088
Construction.....	3,014	.....	3,014	4,950	1	4,951
Other unskilled workers.....	3,786	1,616	5,402	26,527	7,050	33,577
<b>GRAND TOTAL.....</b>	<b>29,058</b>	<b>20,685</b>	<b>49,743</b>	<b>93,699</b>	<b>49,140</b>	<b>142,839</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER 1952; LIVE APPLICATIONS AT OCTOBER 30, 1952

Office	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source U.I.C. 751)				(2) Live Applications at Oct. 30, 1952 (Source: 757)	
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfer In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period	
								Regular	Casual		
<b>Newfoundland</b>											
Cornet Brook.....	193	782	339	34	2,578	2,160	525	449	7	2,182	2,327
Grand Falls.....	22	344	262	11	397	247	97	91		351	307
St. John's.....	111	403	17	23	204	113	15	15		200	1,669
					1,977	1,800	423	343	7		
<b>Prince Edward Island</b>											
Charlottetown.....	232	754	433	5	690	722	432	232	89	676	714
Summerside.....	190	328	166		376	500	320	190	62	367	476
	42	426	317	5	314	222	102	30	27	309	238
<b>Nova Scotia</b>											
Amherst.....	1,549	3,448	1,446	78	7,377	6,951	3,804	2,165	516	7,990	7,929
Bridgewater.....	6	218			273	298	281	205	13	198	204
Halifax.....	48	41	40		391	237	94	16	12	1	391
Inverness.....	1,105	1,755	1,037		2,729	2,619	1,951	965	351	2,701	2,945
Kentville.....	2	54	3		308	47	58	50		216	196
Liverpool.....	94	240	122	74	477	296	199	78	5	394	389
New Glasgow.....	46	26	34		130	90	8	6		156	177
Springhill.....	69	357	50		626	1,174	430	299	45	1,143	1,033
Sydney.....	15	15	2		138	188	15	12		1	249
Truro.....	116	544	102	3	1,687	1,298	590	429	67	1,798	1,551
Yarmouth—Shelburne.....	46	129	40		247	368	138	73	8	303	458
	17	69	16	1	351	316	130	32	15	443	749
<b>New Brunswick</b>											
Bathurst.....	2,356	3,863	1,823	158	8,007	7,951	5,276	2,246	440	7,474	7,517
Campbellton.....	33	34	12	1	562	221	72	23	2	525	459
Edmundston.....	45	169	34		460	430	254	87	50	512	465
Frederton.....	20	273	187	1	1,267	1,429	1,718	80	3	185	305
Minto.....	140	394	189		332	549	369	216	67	387	457
Moncton.....	36	100	42		404	293	172	83	2	458	310
Newcastle.....	1,237	918	549	55	1,524	1,926	951	474	192	1,811	1,899
Saint John.....	15	87	10		329	287	104	68	1	399	482
St. Stephen.....	772	1,396	704	74	2,086	1,948	1,215	937	108	2,128	2,330
Sussex.....	23	63	32		787	315	97	45	1	741	757
Woodstock.....	10	106	13		125	215	69	74	7	203	253
	25	323	51	26	131	238	255	159	7	125	140
<b>Quebec</b>											
Asbestos.....	12,593	37,716	11,720	855	47,789	53,456	39,267	21,630	2,863	45,439	45,533
Beaulieu.....	122	287	62	46	245	414	281	219	26	352	228
Beaulieu.....	30	63	8	4	309	154	82	53		319	327
Buckingham.....	21	142	17	2	268	277	144	108	16	299	301
Causapsac.....	66	303	97		267	291	234	222		188	181

Chandler.....	245	169	284	61	107	1	149	218
Chicoutimi.....	515	344	580	274	26	.....	277	410
Dolbeau.....	116	76	104	14	.....	.....	47	134
Drummondville.....	389	1,552	919	254	4	30	1,339	1,271
Farnham.....	96	201	146	73	.....	.....	203	291
Gaspé.....	25	821	173	74	.....	.....	404	134
Granby.....	40	642	671	501	10	13	647	675
Hull.....	341	1,092	902	348	16	69	1,061	830
Joliette.....	123	477	542	483	48	.....	527	845
Jonquière.....	414	564	724	354	201	81	595	620
Lachute.....	335	321	214	480	9	.....	419	419
La Malbaie.....	82	172	139	30	4	2	172	226
La Tuque.....	45	161	487	230	.....	.....	233	232
Levis.....	1,898	1,187	629	182	2	10	738	789
Maniwaki.....	246	1,103	12	15	.....	.....	118	89
Matane.....	9	187	94	62	.....	.....	80	72
Mégantic.....	438	228	379	312	.....	.....	129	132
Mont Laurier.....	371	153	124	271	.....	.....	271	217
Mont Tremblant.....	67	162	124	.....	.....	.....	.....	.....
Montmagny.....	18	365	277	.....	.....	.....	.....	.....
Montréal.....	7,330	19,019	21,771	11,585	1,350	304	293	323
New Richmond.....	15	17	.....	.....	.....	.....	17,834	16,834
Port Alfred.....	35	242	44	17	.....	.....	173	173
Quebec.....	101	180	100	81	.....	.....	264	261
Rimouski.....	982	4,789	5,981	1,377	602	75	5,402	5,117
Rivière du Loup.....	361	389	948	790	.....	.....	388	341
Roberval.....	57	441	3,061	2,964	23	2,620	492	518
Rouyn.....	17	118	53	21	.....	.....	91	147
Ste. Agathe.....	121	513	735	270	21	137	532	536
Ste. Anne de Bellevue.....	17	88	218	142	2	23	134	215
Ste. Thérèse.....	28	169	224	113	2	.....	196	226
St. Georges Est.....	99	324	486	336	3	32	288	351
St. Hyacinthe.....	358	472	717	376	24	96	447	548
St. Jean.....	109	863	663	532	396	.....	860	798
St. Jérôme.....	164	556	512	504	264	.....	487	566
St. Joseph d'Alma.....	20	383	522	356	291	11	368	451
Sept Îles.....	243	374	694	267	290	2	523	555
Shawinigan Falls.....	101	358	271	255	16	.....	87	71
Sherbrooke.....	465	1,074	935	367	113	137	1,112	1,333
Sorel.....	217	1,797	2,519	1,273	225	43	2,170	1,842
Thetford Mines.....	247	484	563	385	114	.....	507	541
Three Rivers.....	91	487	451	145	9	14	427	449
Val d'Or.....	225	1,339	835	316	47	133	2,096	2,285
Valleyfield.....	170	2,247	1,339	278	5	27	477	477
Victoriaville.....	148	374	801	421	11	117	1,056	969
.....	47	1,403	533	305	31	19	487	579
.....	388	503	.....	.....	.....	.....	.....	.....
<b>Ontario.....</b>	<b>15,544</b>	<b>47,342</b>	<b>69,955</b>	<b>31,147</b>	<b>5,936</b>	<b>1,771</b>	<b>46,240</b>	<b>46,659</b>
Amnrior.....	51,572	47,342	69,955	52,881	.....	.....	84	84
Barrie.....	116	85	138	116	.....	12	48	.....
Belleville.....	145	358	679	378	57	.....	296	277
Bracebridge.....	336	517	380	175	43	26	361	421
Brampton.....	237	103	237	141	.....	1	138	.....
Brantford.....	28	169	206	106	18	22	141	138
Brockville.....	176	184	184	106	.....	16	1,453	1,626
Brantford.....	110	1,740	916	619	83	36	1,453	1,626
Carleton Place.....	850	1,001	232	137	13	.....	124	127
.....	32	139	91	45	.....	10	116	135
.....	1	142	65	321	53	.....	447	490
.....	371	614	689	321	50	31	447	490
Cobourg.....	765	104	406	280	.....	.....	100	101
.....	22	.....	.....	.....	.....	.....	.....	.....

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER 1952; LIVE APPLICATIONS AT OCTOBER 30, 1952

Office	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source U.I.C. 751)					Unplaced End of Period	(2) Live Applications at Oct. 30, 1952 (Source:757)
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfer In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Placements		Transfers Out		
								Regular	Casual			
<b>Ontario—Continued</b>												
Collingwood.....	30	191	33	.....	255	372	190	127	33	7	367	673
Cornwall.....	56	712	41	.....	992	752	839	587	47	75	760	916
Fort Erie.....	27	40	28	.....	280	139	29	20	.....	.....	318	333
Fort Frances.....	83	157	60	22	70	134	107	78	.....	.....	74	118
Fort William.....	101	657	84	20	525	1,081	676	491	2	.....	688	699
Galt.....	174	440	218	.....	458	616	368	257	.....	.....	351	274
Gananoque.....	4	72	4	.....	52	134	73	18	.....	.....	86	107
Goderich.....	141	123	101	9	54	157	103	56	14	10	82	91
Guelph.....	105	378	120	1	433	509	445	265	.....	.....	432	387
Hamilton.....	852	3,589	905	53	4,494	5,958	3,964	1,870	873	60	4,211	4,273
Hawkesbury.....	34	57	20	.....	301	268	82	36	.....	.....	379	428
Ingersoll.....	27	137	39	.....	115	172	122	89	5	7	135	156
Kapuskasing.....	24	139	64	4	180	230	129	65	.....	.....	218	386
Kenora.....	72	54	33	2	134	100	48	48	.....	.....	143	245
Kineston.....	289	956	225	.....	554	1,095	1,121	615	106	26	560	542
Kirkland Lake.....	64	293	81	.....	227	403	279	149	39	28	249	289
Kitchener.....	245	730	221	1	336	981	885	584	60	23	404	423
Kitchener—Waterloo.....	34	264	65	.....	134	209	171	87	39	2	167	475
Leamington.....	60	188	73	.....	138	180	122	46	14	20	149	132
Lindsay.....	33	37	34	.....	113	173	68	20	.....	22	135	107
Listowel.....	33	37	34	.....	113	173	68	20	.....	.....	135	107
London.....	1,001	3,183	1,117	.....	1,487	3,893	3,417	1,990	397	0	1,576	1,378
London.....	101	120	38	.....	138	318	173	136	.....	7	217	453
Midland.....	17	159	38	.....	59	103	72	42	3	12	79	117
Napanee.....	231	1,315	223	65	738	1,253	1,148	882	14	8	613	605
New Toronto.....	289	872	129	2	548	1,218	1,009	683	107	.....	590	665
Niagara Falls.....	133	825	197	11	336	846	810	413	132	57	372	471
North Bay.....	31	278	32	.....	282	428	375	213	52	.....	286	246
Orillia.....	684	1,883	393	108	1,392	2,487	2,009	1,480	64	18	1,325	1,229
Oshawa.....	51	278	33	.....	1,392	2,487	2,009	1,480	64	18	1,325	1,229
Ottawa.....	1,128	2,058	1,158	.....	1,831	2,611	1,878	952	252	64	1,903	1,568
Owen Sound.....	9	38	3	.....	32	75	43	31	.....	.....	63	91
Parry Sound.....	355	623	211	24	286	863	770	368	58	52	399	333
Pembroke.....	50	84	35	.....	185	138	98	68	15	93	115	155
Perth.....	42	366	68	.....	898	981	488	273	.....	27	1,069	955
Peterborough.....	24	108	12	.....	16	101	64	66	.....	3	26	116
Pictou.....	189	1,332	174	24	783	1,871	1,294	1,049	59	69	860	958
Port Arthur.....	21	116	21	.....	239	296	223	197	13	.....	282	283
Port Colborne.....	58	314	61	49	189	265	223	197	.....	4	177	97
Prescott.....	12	136	9	.....	95	230	230	109	.....	31	112	137
Renfrew.....	225	1,281	262	.....	1,033	1,445	1,204	796	107	1	890	1,200
St. Catharines.....												



St. Thomas.....	85	387	104	293	484	453	270	19	7	288	434
Sarnia.....	58	442	67	731	520	574	352	19	1	524	511
Sault Ste. Marie.....	130	688	154	507	714	664	455	52	.....	454	443
Simcoe.....	137	335	66	176	302	312	188	34	.....	177	359
Simox Lookout.....	22	109	1	113	128	105	72	18	16	61	85
Smiths Falls.....	34	115	22	164	130	130	81	20	39	106	121
Strathroy.....	54	170	47	293	323	245	106	26	16	289	303
Sturgeon Falls.....	11	140	12	418	384	180	114	7	32	559	544
Sudbury.....	596	908	437	663	1,389	1,078	616	112	32	770	762
Timmins.....	151	451	87	515	755	756	367	77	18	603	642
Toronto.....	5,096	15,586	6,380	13,838	19,124	13,753	8,017	1,685	481	12,806	10,174
Trenton.....	69	316	1	289	578	394	275	5	.....	179	262
Trenton.....	18	117	18	225	294	294	106	4	28	143	139
Wallaceburg.....	20	611	13	206	580	637	457	132	7	147	195
Welland.....	76	490	40	677	849	630	316	136	8	745	685
Weston.....	296	490	259	297	648	349	265	2	2	234	290
Windsor.....	270	1,995	219	2,997	3,767	2,546	1,092	532	9	3,968	4,536
Woodstock.....	63	351	85	375	598	331	183	31	35	352	201
<b>Manitoba</b> .....	<b>3,932</b>	<b>8,322</b>	<b>3,936</b>	<b>7,455</b>	<b>9,822</b>	<b>7,899</b>	<b>4,006</b>	<b>1,562</b>	<b>213</b>	<b>7,172</b>	<b>7,563</b>
Brandon.....	512	786	471	311	765	618	435	51	6	553	749
Dauphin.....	268	147	206	116	249	155	116	9	.....	150	216
Flin Flon.....	161	208	117	106	237	179	177	61	.....	123	159
Portage la Prairie.....	165	380	117	201	399	302	199	15	.....	205	221
The Pas.....	80	108	37	44	89	69	60	3	.....	45	58
Winnipeg.....	2,766	6,693	2,988	6,677	8,083	6,576	3,119	1,423	207	6,296	6,400
<b>Saskatchewan</b> .....	<b>3,327</b>	<b>7,052</b>	<b>3,142</b>	<b>2,437</b>	<b>6,331</b>	<b>5,606</b>	<b>3,501</b>	<b>769</b>	<b>251</b>	<b>2,451</b>	<b>2,535</b>
Estevan.....	29	170	48	56	144	159	117	4	10	41	60
Moose Jaw.....	480	1,016	498	257	995	794	538	35	14	329	307
North Battleford.....	155	290	210	139	139	153	139	22	1	118	153
Prince Albert.....	145	538	158	434	526	446	345	22	30	272	416
Regina.....	615	2,316	861	487	2,097	2,097	1,110	497	132	561	479
Saskatoon.....	533	1,605	504	764	1,789	1,317	832	188	24	810	676
Swift Current.....	182	385	265	68	209	217	148	.....	5	72	92
Teachers Office (Prov. of Sask.).....	983	18	427	11	12	27	6	.....	.....	8	9
Weyburn.....	77	271	86	63	174	137	92	5	18	70	55
Yorkton.....	128	443	85	148	313	271	174	17	20	170	198
<b>Alberta</b> .....	<b>4,298</b>	<b>13,460</b>	<b>4,845</b>	<b>5,707</b>	<b>13,116</b>	<b>12,097</b>	<b>6,956</b>	<b>1,947</b>	<b>207</b>	<b>5,185</b>	<b>5,073</b>
Blairmore.....	74	78	8	138	97	38	38	.....	.....	150	138
Calgary.....	1,407	5,222	1,468	2,316	5,162	4,993	2,841	844	5	1,915	2,008
Drumheller.....	89	321	79	139	246	210	196	.....	.....	122	113
Edmonton.....	1,827	5,584	1,962	2,485	6,072	5,599	3,002	1,053	188	2,317	2,022
Edson.....	90	240	123	88	263	161	109	.....	.....	120	84
Lethbridge.....	379	1,062	603	331	788	617	491	44	13	299	413
Medicine Hat.....	144	349	188	115	295	288	135	6	1	170	172
Red Deer.....	216	471	267	87	189	191	144	.....	.....	83	110
Yellowknife.....	72	133	101	8	4	.....	.....	.....	.....	9	13

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER 1952; LIVE APPLICATIONS AT OCTOBER 30, 1952

Office	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source U.I.C. 751)					(2) Live Applications at Oct. 30, 1952 (Source:757)	
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfer In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period		
								Regular	Casual			Transfers Out
<b>British Columbia</b>	<b>3,920</b>	<b>18,410</b>	<b>3,487</b>	<b>337</b>	<b>30,247</b>	<b>30,418</b>	<b>18,476</b>	<b>11,538</b>	<b>2,861</b>	<b>198</b>	<b>25,355</b>	<b>22,831</b>
Chilliwack.....	83	640	55	.....	975	899	680	473	78	11	774	466
Courtenay.....	255	409	223	9	1,093	429	325	358	7	.....	280	254
Granbrook.....	27	113	49	.....	73	151	131	84	.....	1	88	87
Dawson Creek.....	27	200	67	10	33	153	152	146	.....	.....	19	45
Duncan.....	50	405	60	.....	1,072	442	379	300	16	11	470	307
Kamloops.....	115	562	206	4	929	495	439	355	.....	6	188	175
Kelowna.....	228	1,271	30	119	891	943	1,114	1,119	50	.....	138	137
Nanaimo.....	47	346	71	.....	1,941	591	359	271	20	3	878	486
Nelson.....	63	417	101	3	1,937	387	399	237	23	3	176	208
New Westminster.....	90	1,736	92	1	3,844	4,125	1,880	693	978	110	3,601	3,113
Penticton.....	29	436	6	.....	184	434	473	418	9	.....	104	141
Port Alberni.....	24	363	66	1	540	395	350	293	10	.....	273	218
Prince George.....	205	1,243	193	30	1,833	1,040	987	881	13	2	214	453
Prince Rupert.....	73	551	52	.....	237	878	578	471	5	8	391	573
Princeton.....	9	75	6	1	23	102	86	69	4	.....	39	27
Trail.....	80	699	201	4	296	689	636	449	22	.....	314	256
Vancouver.....	1,814	6,781	1,510	75	15,725	15,263	7,384	3,414	1,415	22	15,222	13,730
Vernon.....	267	826	44	31	157	885	837	723	76	3	125	170
Victoria.....	313	1,055	362	2	2,519	1,863	1,084	622	135	18	1,969	1,886
Whitehorse.....	121	279	93	47	35	254	263	162	.....	.....	92	99
<b>Canada</b>	<b>47,967</b>	<b>145,379</b>	<b>49,967</b>	<b>2,965</b>	<b>159,629</b>	<b>201,015</b>	<b>146,263</b>	<b>83,870</b>	<b>16,990</b>	<b>8,716</b>	<b>150,164</b>	<b>148,641</b>
MALES.....	26,871	99,396	29,576	2,902	107,705	139,706	99,199	60,853	9,331	8,088	98,070	99,383
FEMALES.....	21,096	45,983	20,391	63	51,924	61,309	47,064	23,017	7,659	628	52,094	49,258

(1) Includes Current and deferred vacancies.

(2) Latest figures subject to revision.

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES**

(SOURCE: Form UIC 751)

(1942—1952)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952 (40 wks).....	1,255,116	487,458	1,742,574	518,289	227,374	745,663



**TABLE D-6.—VACANCIES<sup>(1)</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 4, TO OCTOBER 2, 1952**  
(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Va- can- cies	Reg- ular	Trans- fer out	Va- can- cies	Reg- ular	Trans- fer out	Va- can- cies	Reg- ular	Trans- fer out	Va- can- cies	Reg- ular	Trans- fer out	Va- can- cies	Reg- ular	Trans- fer out	Va- can- cies	Reg- ular	Trans- fer out
<b>Agriculture.....</b>	.....	.....	36	747	295	33	247	103	9	163	1,417	293	717	28	3,549	7,708	5,127	879
<b>Fishing, Trapping and Hunting.....</b>	.....	.....	.....	.....	.....	.....	5	.....	.....	.....	10	10	.....	.....	.....	29	9	.....
<b>Logging.....</b>	151	1	.....	.....	.....	.....	169	114	.....	1	661	358	4,368	58	1,110	4,164	1,975	15
Pulpwood.....	151	1	.....	.....	.....	.....	11	3	.....	.....	450	230	8,721	58	1,110	3,480	1,554	8
Lumber.....	.....	.....	.....	.....	.....	.....	146	107	.....	1	182	107	155	95	.....	654	398	7
Other Logging.....	.....	.....	.....	.....	.....	.....	12	48	.....	.....	29	21	32	10	.....	30	23	.....
<b>Mining.....</b>	315	309	.....	.....	.....	.....	268	25	.....	2	36	42	691	2	27	1,114	465	15
Coal.....	.....	.....	.....	.....	.....	.....	266	252	.....	2	33	40	.....	.....	.....	2	.....	1
Iron.....	315	309	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	.....	.....	158	69	83
Gold.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	166	.....	.....	303	194	3
Nickel.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	451	70	.....
Other Metallic Ores and Non-Metallic Minerals.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Prospecting and Oil Producing.....	.....	.....	.....	.....	.....	.....	.....	4	.....	.....	1	.....	448	371	2	149	96	10
<b>Manufacturing.....</b>	140	87	21	.....	.....	.....	2	2	.....	.....	2	2	72	52	.....	51	36	1
Food and Kindred Pds., Textiles and Apparel.....	39	30	4	173	237	11	2,356	1,866	49	14	1,272	765	40,741	18,399	618	37,685	23,909	1,966
Lumber and Finished Lumber Pds.....	.....	.....	.....	144	222	11	658	404	27	1	256	190	3,632	2,314	107	7,665	4,804	500
Pulp, Paper Pds., and Printing.....	7	7	.....	13	8	.....	188	129	.....	.....	34	22	12,002	6,424	29	4,750	2,830	170
Chemicals and Allied Pds.....	2	2	.....	.....	.....	.....	133	75	15	4	253	185	2,328	1,643	49	2,528	1,666	167
.....	.....	.....	.....	1	.....	.....	45	31	2	3	407	134	1,951	999	286	2,730	1,672	288
.....	.....	.....	.....	1	1	.....	6	6	.....	.....	61	54	906	603	3	1,483	876	219



TABLE D-6.—VACANCIES<sup>(1)</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 4 TO OCTOBER 2, 1952

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada						
	Placements			Placements			Placements			Placements			Placements						
	Va- can- cies	Reg- ular	Trans- fer ual out	Va- can- cies	Reg- ular	Trans- fer ual out	Va- can- cies	Reg- ular	Trans- fer ual out	Va- can- cies	Reg- ular	Trans- fer ual out	Va- can- cies	Reg- ular	Trans- fer ual out				
<b>Agriculture</b> .....	1,972	1,039	21	264	6,046	9	545	4,940	3,691	15	284	8,773	1,323	7,012	124	33,025	16,040	8,879	8,429
<b>Fishing, Trapping and Hunting</b> .....	68	32	2					4	2			15	12			132	66	2	
<b>Logging</b> .....	29	29			17	10		209	96		55	2,051	1,523	20	11	16,359	8,474	96	1,354
Pulpwood.....	25	25			5	1		171	78		53	1,863	1,418	10	7	12,912	6,125	66	1,234
Lumber.....	4	4						38	18		2	119	57	10	4	3,175	2,207	20	114
Other Logging.....					12	9										272	142	10	6
<b>Mining</b> .....	261	143	1	41	133	73	3	1,986	987	6	314	1,421	880	14	15	6,225	3,718	41	535
Coal.....					10	9	1	596	359		31	8	8			915	668	2	37
Iron.....					4	15	17	273	62		105	401	190		7	1,167	652		207
Gold.....	66	19						185	4		121	199	160		2	919	510	3	197
Nickel.....	49	13			2	1						3	3			505	87		4
Other Metallic Ores and Non-Metallic Minerals.....	119	89	1	3	41	21		305	211	4	53	800	513	14	6	1,863	1,305	31	80
Prospecting and Oil Producing.....	27	22		6	65	25	2	627	351	2	4	10	6			856	496	5	10
<b>Manufacturing</b> .....	4,421	2,410	313	8	1,099	595	152	3,112	1,799	439	113	8,816	6,653	386	22	89,815	56,740	4,176	891
Food and Kindred Pds.....	919	547	80	1	529	295	68	1,075	644	184		1,970	1,513	176	4	16,887	10,963	1,185	29
Textiles and Apparel.....	1,351	588	26	1	31	15		166	116			321	239			18,826	10,371	230	22
Lumber and Finished Lbr. Pds.....	444	211	101		73	35	12	614	399	59	105	4,381	3,365	68	11	10,761	7,586	473	145
Pulp, Paper Pds. and Printing.....	379	206	41		99	43	16	67	51	3		431	272	36	2	6,112	3,410	851	60
Chemicals and Allied Pds.....	109	73		1	27	21	4	117	62	21	9	91	67	15		2,801	1,763	270	9
Petroleum and Coal Pds.....	49	17		1	42	29	2	51	26	6		76	32	28		555	347	37	6
Rubber Pds.....																			
Leather and Leather Pds.....	76	25			16	5		7	7	1		53	39	1		2,905	1,740	18	8
Stone, Clay and Glass Pds.....	186	159	22		110	58	11	376	233	11	1	125	71	18		3,165	2,225	190	54
Iron and Steel Pds.....	305	211	5		154	91	10	154	91	10		208	141	3	2	5,712	4,004	153	38
Non-Ferrous Metals and Pds.....	57	16	27		113	48	38	139	15	16		681	602	3		3,998	2,484	154	34
Machinery.....	115	73	5	1	38	36	1	184	54	103		112	58	7		4,025	2,735	230	34
Electrical Equipment and Pds.....	104	72	1		4	3		17	10	1		81	43	5		3,193	2,031	120	30
Transportation Equipment and Other Manufacturing.....	326	212	5	3	16	7	1	240	91	20	5	284	210	25	2	9,905	6,297	203	450





## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of September, 1952		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	773	552	23,523	75,192
Prince Edward Island.....	287	136	7,282	19,134
Nova Scotia.....	4,188	2,069	86,458	263,101
New Brunswick.....	4,085	1,860	84,025	254,101
Quebec.....	23,189	14,265	645,412	1,812,265
Ontario.....	24,971	12,992	605,044	1,797,429
Manitoba.....	3,266	1,351	82,431	228,340
Saskatchewan.....	923	409	23,856	65,902
Alberta.....	1,897	1,098	51,385	158,531
British Columbia.....	10,730	8,435	324,131	1,036,891
Total, Canada, September, 1952.....	74,309	43,167	1,933,547	5,710,886
Total, Canada, August, 1952.....	82,740	46,642	2,150,173	6,238,800
Total, Canada, September, 1951.....	64,256	38,181	1,378,344	3,456,965

\* Week containing last day of the month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF SEPTEMBER, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,571	400	114	171	366	255	265
Male.....	1,436	370	104	160	335	241	226
Female.....	135	30	10	11	31	14	39
Prince Edward Island.....	399	91	38	50	80	41	99
Male.....	282	67	24	39	60	20	72
Female.....	117	24	14	11	20	21	27
Nova Scotia.....	7,173	2,651	612	936	1,323	600	1,051
Male.....	6,211	2,450	515	800	1,141	495	810
Female.....	962	201	97	136	182	105	241
New Brunswick.....	5,558	1,320	667	885	987	699	1,000
Male.....	4,482	1,103	517	745	828	572	717
Female.....	1,076	217	150	140	159	127	283
Quebec.....	35,409	9,177	3,794	4,751	5,994	3,780	7,913
Male.....	21,732	6,297	2,421	3,009	3,643	2,056	4,306
Female.....	13,677	2,880	1,373	1,742	2,351	1,724	3,607
Ontario.....	34,035	9,946	4,039	4,042	4,455	2,743	8,810
Male.....	22,677	7,249	2,988	2,484	2,744	1,514	5,698
Female.....	11,358	2,697	1,051	1,558	1,711	1,229	3,112
Manitoba.....	4,086	991	265	431	702	390	1,307
Male.....	2,252	521	118	218	353	223	819
Female.....	1,834	470	147	213	349	167	488
Saskatchewan.....	1,135	206	86	134	196	132	381
Male.....	582	94	36	59	92	66	235
Female.....	553	112	50	75	104	66	146
Alberta.....	4,057	2,240	230	296	333	240	718
Male.....	3,169	1,969	132	182	188	153	545
Female.....	888	271	98	114	145	87	173
British Columbia.....	15,289	4,232	1,583	2,438	2,712	1,401	2,923
Male.....	11,654	3,351	1,273	1,905	1,997	975	2,153
Female.....	3,635	881	310	533	715	426	770
TOTAL.....	108,712	31,254	11,428	14,134	17,148	10,281	24,467
MALE.....	74,477	23,471	8,128	9,601	11,381	6,315	15,581
FEMALE.....	34,235	7,783	3,300	4,533	5,767	3,966	8,886

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
SEPTEMBER, 1952**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	871	665	206	847	551	296	270
Prince Edward Island.....	226	147	79	200	152	48	55
Nova Scotia.....	4,269	2,638	1,631	3,415	2,689	726	1,668
New Brunswick.....	2,963	1,731	1,232	2,772	2,227	545	732
Quebec.....	20,255	12,299	7,956	19,583	14,671	4,912	5,642
Ontario.....	22,003	11,169	10,834	22,209	17,961	4,248	3,847
Manitoba.....	1,929	1,239	690	1,928	1,357	571	91
Saskatchewan.....	597	423	174	594	373	221	101
Alberta.....	1,492	1,036	456	1,410	992	418	278
British Columbia.....	10,098	5,373	4,725	10,104	7,947	2,157	2,372
* Total Canada, September, 1952.....	64,703 <sup>1</sup>	36,720	27,983	63,062 <sup>2</sup>	48,920	14,142	15,255
Total Canada, August, 1952.....	61,038	35,156	25,882	68,146	50,537	17,609	13,614
Total Canada, September 1951.....	62,456	37,512	24,944	61,443	49,595	11,848	15,546

<sup>1</sup> In addition, revised claims received numbered 12,841. <sup>2</sup> In addition, 13,651 revised claims were disposed of. Of these, 759 were special requests not granted, and 1,141 were appeals by claimants. There were 1,784 revised claims pending at the end of the month.

**TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of September, 1952	Month of August, 1952	Month of September, 1951
Claims Disallowed.....	5,527	5,447	4,665
Claimants Disqualified*			
Not unemployed.....			
Disqualification—total.....	2,048	5,933	2,590
6 days or less.....	923	1,743	
7 days or less.....	1,125	4,190	
Not capable of and not available for work.....	1,761	1,421	940
Loss of work due to a labour dispute.....	903	1,508	181
Refused offer of work and neglected opportunity to work.....	1,356	1,105	856
Discharged for misconduct.....	551	582	446
Voluntarily left employment without just cause.....	4,476	4,265	3,173
Failure to fulfill additional conditions imposed upon certain married women..	1,021	907	893
Other Reasons.....	1,108	1,015	971
Total.....	18,751	22,183	14,715

\* Includes 4,609 revised claims, disqualified.

These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1951—August.....	3,056,000	2,972,100	83,900
September.....	3,071,000	2,990,100	80,900
October.....	3,094,000	3,010,900	83,100
November.....	3,106,000	3,006,200	99,800
December.....	3,170,000	3,016,300	153,700
1952—January.....	3,183,000	2,935,900	247,100†
February.....	3,195,000	2,876,500	318,500†
March.....	3,191,000	2,874,600	316,400†
April.....	3,195,000	2,874,700	320,300†
May.....	3,086,000	2,867,900	218,100
June.....	3,089,000	2,945,500	143,500
July.....	3,108,000	2,985,300	122,700
August.....	3,147,000	3,034,400	112,600

\* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.



**TABLE E-6.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1952

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				Interest on Investments and Profit on sale of Securities	Total Revenue	DISBURSEMENTS		
	CONTRIBUTIONS (Gross less refunds)		Fines	BENEFIT PAYMENTS					
	Employer and Employee	Government		Ordinary			Supplementary	Total	
	\$	\$	\$	\$	\$	\$	\$	\$	
1942.....	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	
April.....	12,671,440 30	4,125,852 44	3,119 00	1,700,036 07	18,500,447 81	13,699 136 68	768,835 65	14,467,972 33	
May.....	12,791,404 23	2,556,897 47	4,503 00	1,777,710 90	17,130,515 60	10,337,140 82	14,080 30	10,315,221 12	
June.....	12,738,270 63	2,547,973 94	3,440 82	1,743,039 12	17,032 724 51	6,720,629 89	1,231 85	6,721,861 74	
July.....	12,102,340 86	2,420,736 67	3,824 03	1,836,569 53	16,368,471 09	6,288,648 31	839 30cr.	6,287,809 01	
August.....	12,637,422 39	2,527,356 65	2,826 18	1,866,614 05	17,034,219 27	6,232 755 55	385 50cr.	6,232,370 05	
Sept.....	12,688,942 12	2,536,678 64	2,281 80	1,839,166 36	17,067,068 92	5,703,681 21	114 70cr.	5,703,566 51	
Oct.....	*13,642,632 91	2,729,488 83	5,830 70	1,921,496 05	18,299,448 49	5,700,984 92	16 10	5,701,001 02	
Sub-Total.....	89,272,453 44	19,444,984 64	25,825 53	12,684,632 08	121,427,895 69	54,682,977 38	782,824 40	55,465,801 78	
Total.....	1,016,690,892 65	+206,763,225 77	135,366 02	109,351,779 77	1,332,941,264 21	475,644,150 52	13,135,668 35	488,779,818 87	
								844,161,445 34	

\*Stamps \$6,038,078.96 Meter \$1,613,912.64 Bulk \$5,833,564.29 Arm. Serv. \$70,049.14 Sp. Force \$64,685.28 Reg. Force \$22,342.60 Total \$13,642,632.91.  
+ Government refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,898,863.85.

**TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO SEPTEMBER, 1952**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952
January.....	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269	212,293
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709	140,386
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764	154,356
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242	100,951
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	56,430	83,806
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	58,293	68,788
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	58,981	75,340
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	57,926	61,038
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,955	42,229	62,456	64,703
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	92,243	82,902	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	122,003	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	175,040	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	1,141,555	961,661

# F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		59.6	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....		119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	<b>18.6</b>	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	<b>34.4</b>	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	<b>53.8</b>	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	<b>59.8</b>	160.8	203.0	123.0	131.1	183.1	167.6	129.8	184.8
1949									
January.....	<b>58.3</b>	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	<b>58.2</b>	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	<b>57.9</b>	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	<b>58.0</b>	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	<b>58.2</b>	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	<b>59.2</b>	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	<b>60.8</b>	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	<b>61.5</b>	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	<b>61.0</b>	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	<b>60.9</b>	162.2	205.0	123.9	131.1	184.1	167.2	130.2	186.5
November.....	<b>60.4</b>	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	<b>60.2</b>	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	<b>59.7</b>	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	<b>60.3</b>	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	<b>62.4</b>	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	<b>62.7</b>	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	<b>62.7</b>	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	<b>64.1</b>	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	<b>66.2</b>	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	<b>67.2</b>	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	<b>68.5</b>	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	<b>69.3</b>	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	<b>69.3</b>	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	<b>69.7</b>	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	<b>71.1</b>	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	<b>73.8</b>	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	<b>78.3</b>	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	<b>80.4</b>	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	<b>80.6</b>	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	<b>82.6</b>	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	<b>86.1</b>	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	<b>87.4</b>	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	<b>88.3</b>	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	<b>88.9</b>	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	<b>89.7</b>	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	<b>89.6</b>	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	<b>90.0</b>	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	<b>89.3</b>	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	<b>87.6</b>	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	<b>87.2</b>	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	<b>85.2</b>	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	<b>85.8</b>	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	<b>86.5</b>	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	<b>86.1</b>	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	<b>85.0</b>	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	<b>83.5</b>	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	<b>83.3</b>	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.



**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX  
FROM JANUARY 1949 TO NOVEMBER 1952**

(1949 = 100.0)

Calculated by Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.6
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.3	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.0
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1952**

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Oct. 1, 1951	Sept. 2, 1952	Oct. 1, 1952						
St. John's, Nfld.(1)	103.0	103.6	103.0	103.0	106.6	107.6	102.7	101.5	100.3
Halifax.....	178.2	176.7	174.0	220.3	127.7	152.5	221.9	186.4	138.5
St. John.....	185.1	183.9	181.6	224.4	127.8	146.9	228.7	185.7	151.4
Montreal.....	196.4	191.7	189.8	243.1	151.3	142.8	194.8	202.4	144.0
Toronto.....	185.8	183.3	181.8	217.8	157.3	176.4	206.3	188.9	147.6
Winnipeg.....	183.1	179.0	177.5	229.6	134.8	133.3	203.2	197.8	141.2
Saskatoon.....	187.0	182.7	181.5	233.2	132.3	158.6	217.5	202.7	134.3
Edmonton.....	181.9	177.7	177.0	235.8	125.3	121.8	215.7	190.1	140.3
Vancouver.....	190.0	189.0	187.3	234.5	135.6	176.9	218.4	194.0	153.0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base, June 1951 = 100.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(BASE: August 1930=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	Oct. 1949	Oct. 1950	Oct. 1951	Sept. 1952	Oct. 1952	Price Oct. 1952
Beef, sirloin steak.....	lb.	120.7	154.8	255.2	323.5	383.8	340.1	318.1	88.0
Beef, round steak.....	lb.	125.7	167.9	284.4	360.3	427.2	379.6	353.2	82.9
Beef, blade.....	lb.	132.7	162.3	303.1	390.5	485.1	396.6	374.6	59.7
Beef, stewing, boneless.....	lb.	136.7	168.3	339.7	442.4	562.8	463.6	440.0	59.5
Lamb, leg roast.....	lb.	109.9	152.8	242.3	283.3	334.0	320.0	285.1	81.6
Pork, fresh loin, centre-cut.....	lb.	125.8	143.8	246.8	245.2	293.9	234.8	240.1	64.3
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	268.3	289.9	313.2	267.5	265.9	50.0
Bacon, side, fancy, sliced, rind-off.....	$\frac{1}{2}$ lb.	132.3	142.5	235.5	221.1	236.4	174.0	174.0	31.9
Lard, pure.....	lb.	151.3	159.6	216.7	257.7	263.0	144.4	143.5	15.6
Shortening, vegetable.....	lb.	134.7	137.5	222.9	239.0	258.3	207.7	207.0	29.5
Eggs, Grade "A", large, carton.....	doz.	156.4	181.3	234.5	220.9	264.9	224.0	225.9	70.6
Milk.....	qt.	111.0	95.4	164.2	172.5	179.8	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	232.2	220.5	253.6	231.2	234.1	63.9
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	226.7	226.7	255.8	261.8	261.8	34.7
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	177.6	191.8	191.8	191.8	12.5
Flour, all-purpose.....	lb.	127.3	124.2	221.2	221.2	230.2	224.3	224.3	7.6
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	163.0	169.6	186.8	195.4	195.4	18.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	189.6	176.4	247.4	296.7	274.0	29.0
Peas, 20 oz.....	tin	117.5	121.7	146.7	145.7	163.4	171.2	172.8	21.7
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	184.1	168.3	179.3	193.8	193.8	20.9
Onions, cooking.....	lb.	108.2	126.5	159.2	141.2	151.1	217.0	191.8	9.9
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	153.7	133.2	158.3	291.9	243.6	55.5
Prunes, pkg.....	lb.	115.8	120.2	190.3	211.2	252.9	235.5	233.8	27.5
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	128.5	134.6	175.9	171.9	169.8	25.3
Oranges, California.....	doz.	132.5	154.3	124.6	149.9	152.1	130.3	135.0	37.8
Jam, strawberry, 16 oz.....	jar	111.3	115.1	146.7	159.7	166.6	159.5	155.3	26.6
Peaches, 15 oz.....	tin	101.5	106.1	142.6	142.7	154.7	153.4	152.7	22.6
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	150.8	191.7	204.2	179.0	175.8	11.0
Coffee, medium quality, in bag.....	lb.	141.6	131.7	195.3	298.5	314.7	308.6	308.3	105.5
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	176.9	182.0	186.1	187.2	186.8	54.5

\* Descriptions and Units of Sale Apply to October 1952 Prices.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(BASE figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	January 1952	August 1947	1949	1938	1935	June, 1914	June-Aug. 1939	1938	1938-39 = 1000	1st quarter 1949 = 1000
1922	(a) 120.4	(b) 119.7		(i) 183	(l) 185				(c) 164		110.1	(d) 110.1	
1926	121.8	126.4		(i) 172	176				162	125	106.3	(f) 106.3	
1929	121.7	122.5		(i) 164	151				161	118	106.6	1150	
1933	94.4	92.4		(i) 150	108	(q) 108		(k) 107.5	131	99	93.2		
1939	101.5	99.4	100.0	(i) 158	178				(m) 103	103	99.9	1029	748
1940	105.6	100.2	100.7	(i) 184	205	139		122.5	151	113	103.4	1051	782
1941	111.7	105.2	104.4	(i) 199	226	150		141.7	174	138	108.2	1111	810
1944	118.9	(n) 125.7	199.1	(i) 201	295	285		158.2	207	279	138.8	1270	872
1945	119.5	213.5	213.5	(i) 203	295	393		157.5	209	287	132.2	1270	884
1946	123.6	(n) 139.5	266.7	(i) 203	291	645		160.3	208	287	134.1	1278	891
1947	135.5	(n) 159.6	300.3	(i) 203		1030	4575	162.3	217	279	139.7	1309	919
1948	155.0	(n) 171.9	318.9	(i) 108	(p) 99	1822	4847	172.4	224	281	147.8	1392	902
1949	160.8	(n) 170.2	336.0	(i) 111	(p) 100	1818	4915	175.9	223	278	153.2	1328	1009
1950	166.5	(n) 171.9	356.2	(i) 114	(p) 101	1945	4849	177.7	(e) 165.7	293	159.3	1669	1066
1951	184.5	185.6	401.0	(i) 124	(p) 109	(s) 1030.1	5320	207.5	(e) 165.7	319	171.0	1906	1188
1951—August	188.9	185.6	412.2	(i) 127	111	131.2	5373	210.6	168.3	319	172.1		
September	188.8	186.6	412.6	(i) 128		135.7	5386	213.3	168.8	322	172.2	2191	1207
October	190.4	187.4	423.3	(i) 129		140.4	5386	215.5	169.9	322	172.2		
November	191.2	188.6	428.2	(i) 130	113	141.9	5416	216.9	170.8	327	173.4		
December	191.2	189.1	432.7	(i) 130		142.9	5416	217.7	171.0	327	173.4	2303	1237
1952—January	191.5	189.1	440.4	(i) 132		145.9	5399	218.5	170.8	331	181.6		
February	190.8	187.9	444.9	(o) 100.1	114	148.5	5439	218.5	170.8	329	181.6		
March	189.1	188.0	448.8	100.6		148.1	5475	220.3	170.8	326	182.1	2366	1233
April	188.7	188.7		102.2		146.6	5501	223.1	170.8	325	182.1		
May	186.7	189.0		102.2	115	144.5	5522	223.6	170.8	322	183.5		
June	187.3	189.6		103.8		143.1	5559	225.1	171.3	321	183.5		
July	188.0	190.8		103.8		142.8	5572	224.8	170.9	320		2488	1270
August	187.6	191.1		103.2		145.7			171.3				
September	180.5 (s) 116.1	173.8											
October	185.0 (s) 116.0												
November													
December													

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100 beginning January 1950. (f) Yearly averages are for period from July preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. (j) Series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) New series on January 15, 1952 base. (p) Average of quarterly indexes. (q) Annual averages 1938-50 are on base 1938 = 100. (s) New series on base 1949 = 100.



TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hook-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>									
1—St. John's.....	117.4	.....	73.0 <sup>a</sup>	57.0 <sup>a</sup>	77.0	77.4	72.0	34.1 <sup>e</sup>	.....
<b>P.E.I.—</b>									
2—Charlottetown.....	95.0	85.0	67.8 <sup>a</sup>	58.4 <sup>a</sup>	53.2	64.6	53.8	27.2	46.0
<b>Nova Scotia—</b>									
3—Halifax.....	94.1	85.9	62.0 <sup>a</sup>	63.2 <sup>a</sup>	60.2	63.7	50.0 <sup>c</sup>	34.2	55.0
4—Sydney.....	93.6	87.1	66.2 <sup>a</sup>	65.0 <sup>a</sup>	63.4	65.0	53.1	32.4	51.8
<b>New Brunswick—</b>									
5—Moncton.....	92.9	85.9	61.9 <sup>a</sup>	56.8 <sup>a</sup>	51.1	65.0	51.6	33.5	51.2
6—Saint John.....	94.3	87.8	65.5 <sup>a</sup>	64.7 <sup>a</sup>	59.3	66.6	50.1	34.5	49.5
<b>Quebec—</b>									
7—Chicoutimi.....	110.4	105.2	67.4 <sup>a</sup>	58.4 <sup>a</sup>	64.0	58.0	54.8	34.8	52.5
8—Hull.....	79.6	78.4	53.5 <sup>a</sup>	54.4 <sup>a</sup>	47.0	58.2	48.0	27.3	51.1
9—Montreal.....	99.1	94.5	57.8 <sup>a</sup>	59.6 <sup>a</sup>	58.3	62.3	48.1	27.5	55.2
10—Quebec.....	95.5	92.9	49.2 <sup>a</sup>	51.1 <sup>a</sup>	52.3	48.1	40.0	28.0	51.2
11—Sherbrooke.....	97.2	92.6	63.0 <sup>a</sup>	62.5 <sup>a</sup>	48.9	58.7	49.3	30.1	48.3
12—Sorel.....	97.5	93.0	63.4 <sup>a</sup>	54.6 <sup>a</sup>	57.5	57.6	47.0	31.6	55.6
13—Three Rivers.....	98.0	89.7	55.9 <sup>a</sup>	50.7 <sup>a</sup>	47.5	55.2	45.6	29.6	55.1
<b>Ontario—</b>									
14—Brantford.....	82.2	79.6	59.8 <sup>a</sup>	57.3 <sup>a</sup>	52.8	67.3	46.7	31.4	51.1
15—Cornwall.....	83.7	82.9	53.7 <sup>a</sup>	58.7 <sup>a</sup>	47.0	58.2	48.4	29.4	50.9
16—Fort William.....	82.0	79.2	59.2 <sup>a</sup>	61.5 <sup>a</sup>	56.8	64.2	.....	33.9	62.4
17—Hamilton.....	86.8	83.4	59.6 <sup>a</sup>	61.1 <sup>a</sup>	52.9	66.6	46.4	32.0	50.8
18—Kirkland Lake.....	79.1	77.0	57.0 <sup>a</sup>	55.6 <sup>a</sup>	51.5	65.8	58.6	32.2	58.0
19—London.....	84.0	82.7	54.8 <sup>a</sup>	57.2 <sup>a</sup>	53.7	67.1	44.7	30.9	54.4
20—North Bay.....	79.2	77.7	55.0 <sup>a</sup>	53.4 <sup>a</sup>	51.0	62.8	46.0	32.0	53.2
21—Oshawa.....	87.4	87.5	60.2 <sup>a</sup>	58.8 <sup>a</sup>	51.2	63.8	43.2	30.8	49.6
22—Ottawa.....	80.8	80.0	55.7 <sup>a</sup>	55.8 <sup>a</sup>	48.2	63.8	46.2	29.4	50.4
23—Sault Ste. Marie.....	83.6	81.2	59.0 <sup>a</sup>	62.4 <sup>a</sup>	55.1	66.0	50.2 <sup>d</sup>	31.5	55.2
24—Sudbury.....	78.9	78.3	54.9 <sup>a</sup>	55.9 <sup>a</sup>	47.8	61.7	53.9 <sup>d</sup>	28.7	52.7
25—Toronto.....	87.0	82.5	60.6 <sup>a</sup>	59.0 <sup>a</sup>	49.8	67.2	43.4 <sup>d</sup>	31.7	48.5
26—Windsor.....	79.9	76.7	54.5 <sup>a</sup>	59.6 <sup>a</sup>	52.0	65.2	46.6 <sup>d</sup>	31.2	55.6
<b>Manitoba—</b>									
27—Winnipeg.....	84.6	77.5	58.6 <sup>a</sup>	56.0 <sup>a</sup>	52.0	62.8	55.4 <sup>d</sup>	33.2	52.9
<b>Saskatchewan—</b>									
28—Regina.....	82.1	77.0	59.2 <sup>a</sup>	62.2 <sup>a</sup>	51.4	63.1	52.5 <sup>d</sup>	33.4	52.9
29—Saskatoon.....	74.0	71.7	53.3 <sup>a</sup>	58.7 <sup>a</sup>	48.4	61.3	53.2 <sup>d</sup>	33.7	51.2
<b>Alberta—</b>									
30—Calgary.....	85.9	79.7	71.3 <sup>d</sup>	63.3 <sup>d</sup>	47.8	64.0	55.4 <sup>d</sup>	34.4	55.1
31—Edmonton.....	80.8	77.1	55.3 <sup>d</sup>	60.8 <sup>d</sup>	51.8	62.2	49.5	35.7	51.5
<b>British Columbia—</b>									
32—Prince Rupert.....	94.5	90.0	..... <sup>d</sup>	65.0 <sup>d</sup>	.....	71.5	61.5 <sup>d</sup>	39.6	67.0
33—Trail.....	97.2	91.0	71.3 <sup>d</sup>	73.0 <sup>d</sup>	.....	72.2	62.3 <sup>d</sup>	37.9	65.0
34—Vancouver.....	94.2	85.1	65.9 <sup>d</sup>	65.3 <sup>d</sup>	56.8	75.5	56.6 <sup>d</sup>	37.6	58.0
35—Victoria.....	96.4	87.8	67.3 <sup>d</sup>	66.2 <sup>d</sup>	60.6	73.9	56.4 <sup>d</sup>	37.3	56.1

# FOODS AND COAL BY CITIES, OCTOBER, 1952

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts. f	cts. h	cts.
<b>Newfoundland—</b>									
St. John's.....		8-6	12-0	20-7	12-0	63-6	88-2	32-0	75-0
<b>P.E.I.—</b>							g		
2—Charlottetown.....	81-2	8-4	13-6	19-0	11-2	54-7	66-0	17-0	66-1
<b>Nova Scotia—</b>							g		
3—Halifax.....	74-3	8-1	12-8	18-3	9-8	51-2	70-0	20-5	67-2
4—Sydney.....	75-9	8-5	14-0	19-5	11-2	52-4	77-8	22-0	68-4
<b>New Brunswick—</b>							g		
5—Moncton.....	76-2	8-0	12-0	18-4	10-6	49-9	72-2	20-0	66-1
6—Saint John.....	73-6	8-1	12-7	18-7	10-1	50-2	73-8	21-0	67-5
<b>Quebec—</b>							g		
7—Chicoutimi.....	112-0	8-2	15-2	18-8	11-4	57-0	70-0	20-0	59-8
8—Hull.....	79-3	7-2	12-0	17-3	10-7	48-3	73-4	22-0	60-5
9—Montreal.....	84-9	7-5	12-0	17-3	10-1	50-3	76-2	20-0	60-2
10—Quebec.....	80-5	7-2	12-0	17-9	10-1	51-9	74-2	20-0	61-0
11—Sherbrooke.....	86-2	8-0	12-4	18-4	10-1	52-1	75-1	20-0	59-9
12—Sorel.....		7-4	12-0	17-7	10-3	48-2	67-7	19-0	60-4
13—Three Rivers.....		7-4	11-3	17-4	10-7	50-8	72-0	19-0	60-3
<b>Ontario—</b>									
14—Brantford.....	84-8	7-8	12-0	17-5	10-3	46-7	71-3	21-0	62-7
15—Cornwall.....	86-3	7-3	12-0	17-9	10-3	49-5	72-4	17-0	61-6
16—Fort William.....		7-0	13-3	18-9	11-7	54-4	63-4	23-0	62-8
17—Hamilton.....	88-0	7-8	12-0	17-4	10-4	47-8	73-2	22-0	63-4
18—Kirkland Lake.....		7-8	11-3	18-9	11-4	51-0	75-0	25-0	63-5
19—London.....	88-8	7-6	12-0	17-5	10-6	47-6	68-2	21-0	63-2
20—North Bay.....	88-4	7-8	12-7	19-5	11-9	50-7	74-4	22-0	64-4
21—Oshawa.....		7-9	12-0	17-8	10-2	47-0	74-2	21-0	62-8
22—Ottawa.....	81-8	7-6	12-0	17-5	10-4	49-2	74-4	21-8	62-4
23—Sault Ste. Marie.....	85-7	7-8	13-3	19-0	11-1	49-9	72-8	23-0	63-6
24—Sudbury.....	79-2	8-0	12-7	18-2	11-2	48-1	70-3	23-0	63-1
25—Toronto.....	82-5	7-6	12-0	17-4	10-1	47-2	72-6	22-0	63-4
26—Windsor.....	80-1	8-0	12-0	17-8	10-7	49-8	71-4	22-0	63-0
<b>Manitoba—</b>						t	g		
27—Winnipeg.....	76-7	7-1	14-0	17-8	13-1	65-6	62-8	20-0	62-6
<b>Saskatchewan—</b>						t			
28—Regina.....	80-7	7-1	12-8	18-8	13-0	65-0	60-6	20-0	62-1
29—Saskatoon.....	77-2	7-0	12-0	17-3	13-9	63-2	60-3	20-0	63-0
<b>Alberta—</b>						t	g		
30—Calgary.....	82-3	7-2	12-8	18-1	12-5	62-0	67-8	21-0	64-7
31—Edmonton.....	73-8	7-1	12-0	17-7	12-3	62-6	66-3	20-0	66-1
<b>British Columbia—</b>						t	g		
32—Prince Rupert.....	94-5	8-0	15-0	18-8	11-6	65-5	69-4	31-0	66-1
33—Trail.....	89-3	7-6	16-0	18-6	12-6	66-2	76-5	25-0	65-0
34—Vancouver.....	75-8	7-2	14-9	17-7	10-4	59-8	64-7	21-8	66-6
35—Victoria.....	85-7	7-4	14-9	17-9	10-9	62-6	68-6	24-0	67-9

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½s, (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	36·1	34·7	.....	34·0	.....	15·7	50·0	36·0	23·9	24·9
<b>P.E.I.—</b>										
2—Charlottetown.....	37·0	.....	16·4	31·0	30·6	18·9	22·5	29·8	22·6	23·0
<b>Nova Scotia—</b>										
3—Halifax.....	35·2	38·2	16·8	29·0	26·7	16·4	23·1	30·5	22·9	22·1
4—Sydney.....	37·1	36·8	16·0	29·8	27·8	17·2	23·1	31·0	22·3	23·4
<b>New Brunswick—</b>										
5—Moncton.....	35·2	37·0	16·8	29·6	29·2	15·9	22·3	29·5	22·0	20·8
6—Saint John.....	36·1	37·8	17·9	29·6	28·0	16·7	22·1	29·3	22·5	20·2
<b>Quebec—</b>										
7—Chicoutimi.....	36·9	.....	18·8	33·7	29·2	18·2	.....	29·7	22·7	20·3
8—Hull.....	32·9	.....	13·8	30·3	26·4	14·7	.....	25·5	19·6	18·2
9—Montreal.....	34·8	.....	15·5	29·2	28·0	15·8	21·3	26·3	21·0	20·5
10—Quebec.....	34·5	.....	16·1	30·5	27·4	15·4	21·6	26·1	21·4	18·9
11—Sherbrooke.....	35·1	.....	20·4	30·6	27·6	16·9	21·6	25·9	22·4	20·8
12—Sorel.....	32·8	.....	16·0	30·0	28·5	14·9	21·2	26·2	19·3	19·4
13—Three Rivers.....	34·4	.....	17·4	28·5	27·0	16·7	23·8	26·2	21·6	20·2
<b>Ontario—</b>										
14—Brantford.....	33·8	37·2	15·5	28·5	27·3	16·0	21·0	30·3	20·0	18·5
15—Cornwall.....	34·1	37·6	15·6	29·0	28·7	15·4	21·0	26·9	19·9	19·8
16—Fort William.....	35·8	38·3	14·0	29·2	27·5	16·3	22·2	30·9	20·7	19·5
17—Hamilton.....	34·3	37·6	16·4	29·2	26·7	15·8	22·1	27·5	20·1	19·7
18—Kirkland Lake.....	31·5	36·5	17·5	30·0	29·5	18·8	22·9	29·2	.....	21·0
19—London.....	34·0	37·2	16·4	29·2	28·0	15·9	21·2	27·2	20·7	20·3
20—North Bay.....	34·6	37·5	18·5	30·0	30·7	16·0	24·0	30·5	22·4	20·8
21—Oshawa.....	34·0	37·8	16·8	27·0	26·2	15·1	.....	28·0	20·4	19·1
22—Ottawa.....	34·5	37·1	15·6	29·9	26·3	14·9	21·9	26·5	21·6	19·0
23—Sault Ste. Marie.....	35·1	37·9	16·9	29·9	28·7	16·6	.....	28·3	22·2	19·7
24—Sudbury.....	33·9	37·7	15·7	28·8	29·2	16·0	20·8	27·2	21·1	19·6
25—Toronto.....	33·3	37·5	16·2	28·3	26·2	15·4	21·1	26·5	20·4	18·8
26—Windsor.....	34·2	37·6	16·3	29·2	27·0	15·8	21·8	24·9	20·2	19·0
<b>Manitoba—</b>										
27—Winnipeg.....	34·7	39·1	13·1	28·8	26·2	16·0	22·6	30·4	22·4	20·8
<b>Saskatchewan—</b>										
28—Regina.....	35·8	39·0	12·6	30·6	26·5	16·9	24·6	33·1	22·0	23·6
29—Saskatoon.....	31·8	38·8	12·1	29·2	25·5	17·3	23·6	31·6	23·1	23·6
<b>Alberta—</b>										
30—Calgary.....	33·4	39·0	12·3	30·3	26·8	16·4	25·9	32·8	21·6	23·5
31—Edmonton.....	34·7	39·7	13·0	30·7	26·3	17·6	24·9	33·3	21·5	23·3
<b>British Columbia—</b>										
32—Prince Rupert.....	36·1	38·3	14·6	31·2	28·0	18·2	24·4	32·9	m 20·9	m 21·1
33—Trail.....	36·3	38·4	15·3	35·2	28·0	18·4	25·8	34·1	m 21·6	m 23·0
34—Vancouver.....	34·4	37·8	14·8	28·2	25·4	15·6	24·6	31·6	m 19·9	m 19·7
35—Victoria.....	35·8	37·6	16·2	28·0	25·2	15·4	23·5	30·9	m 19·2	m 19·6

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with



# FOODS AND COAL BY CITIES, OCTOBER, 1952

Bureau of Statistics

Locality	Oranges, California, 28's per doz	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb, pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	Anthracite, per ton	Bituminous, per ton
<b>Newfoundland—</b>										
1—St. John's.....	45.3	33.7	69.5	12.0	32.9	26.4	61.6	115.9	.....	31.40
<b>P.E.I.—</b>										
2—Charlottetown.....	41.4	24.1	48.6	10.8	26.2	n 28.4	51.5	117.2	.....	17.00
<b>Nova Scotia—</b>										
3—Halifax.....	37.8	21.8	51.4	8.1	25.8	n 25.9	51.4	112.0	.....	19.00
4—Sydney.....	41.1	25.3	62.2	9.3	28.4	n 26.4	51.0	117.9	.....	13.35
<b>New Brunswick—</b>										
5—Moncton.....	39.0	22.2	51.6	9.7	27.0	26.3	51.1	109.4	.....	18.50
6—Saint John.....	39.0	21.8	50.8	9.0	28.3	27.4	52.6	113.8	.....	19.75
<b>Quebec—</b>										
7—Chicoutimi.....	41.1	19.2	69.6	13.6	28.3	n 27.2	59.5	117.3	27.38	.....
8—Hull.....	33.6	18.9	55.8	9.6	26.0	n 25.9	54.5	109.1	26.50	.....
9—Montreal.....	36.0	17.3	52.0	10.9	29.2	n 24.8	56.0	106.7	27.69	.....
10—Quebec.....	36.3	18.1	48.8	11.5	27.3	n 26.4	56.7	110.1	26.50	.....
11—Sherbrooke.....	39.6	17.6	54.9	10.2	29.0	n 25.8	57.9	110.6	27.00	.....
12—Sorel.....	39.6	17.0	59.3	12.6	26.4	23.6	55.3	109.6	25.67	.....
13—Three Rivers.....	37.8	18.1	50.7	10.8	27.3	24.6	56.2	109.5	26.50	.....
<b>Ontario—</b>										
14—Brantford.....	36.6	19.0	59.2	9.0	28.2	n 24.1	54.2	101.9	25.50	.....
15—Cornwall.....	33.6	18.8	54.2	9.7	28.3	24.3	55.6	108.6	28.00	.....
16—Fort William.....	39.0	20.4	52.9	10.0	23.8	n 25.2	54.0	103.8	25.82	.....
17—Hamilton.....	38.4	19.1	58.3	10.0	28.6	23.8	55.7	104.1	25.00	.....
18—Kirkland Lake.....	39.0	19.8	66.5	11.4	29.3	28.8	56.8	99.2	31.62	.....
19—London.....	36.9	19.1	54.8	9.8	27.5	23.4	55.1	103.6	26.00	.....
20—North Bay.....	39.9	20.5	65.0	10.4	.....	n 25.5	55.8	117.8	28.50	.....
21—Oshawa.....	34.5	19.3	53.2	8.2	28.8	n 24.3	56.3	103.6	26.50	.....
22—Ottawa.....	34.8	18.9	54.8	11.5	26.4	n 28.4	55.2	104.1	26.50	.....
23—Sault Ste. Marie.....	34.8	19.8	68.7	10.6	29.4	23.9	56.5	103.3	25.50	.....
24—Sudbury.....	36.6	19.3	62.4	10.4	26.1	n 24.9	55.0	104.2	27.75	.....
25—Toronto.....	34.8	19.0	56.7	8.8	27.9	24.4	54.2	101.1	24.62	.....
26—Windsor.....	36.9	18.7	61.7	8.9	29.3	n 24.8	54.4	103.9	25.00	.....
<b>Manitoba—</b>										
27—Winnipeg.....	41.1	19.6	51.1	9.4	27.0	27.0	52.8	99.8	.....	20.75
<b>Saskatchewan—</b>										
28—Regina.....	41.1	22.4	42.5	9.2	24.8	27.8	53.3	102.3	.....	18.10
29—Saskatoon.....	43.8	22.3	48.5	10.7	27.5	26.7	51.0	98.0	.....	17.50
<b>Alberta—</b>										
30—Calgary.....	37.8	23.6	50.4	9.8	27.1	25.7	53.1	99.3	.....	.....
31—Edmonton.....	40.2	23.1	41.7	10.4	27.5	n 25.4	52.6	104.9	.....	8.30
<b>British Columbia—</b>										
32—Prince Rupert.....	42.0	25.3	64.7	10.0	25.9	k 27.0	54.1	101.9	.....	22.90
33—Trail.....	41.7	25.2	53.1	10.6	26.2	26.5	53.6	98.9	.....	19.25
34—Vancouver.....	36.3	20.2	54.8	9.1	24.4	n 23.9	52.2	96.6	.....	20.41
35—Victoria.....	34.5	21.8	50.8	8.6	28.5	24.1	52.2	100.9	.....	21.75

bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—  
carton and loose. (h) Evaporated milk, 17.5 ½ lb. per 16 oz. tin. (k) Californian. (m) 15 oz tin.  
Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. (n) Mixed—

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1950	1951	Sept. 1951	Aug. 1952	Sept. 1952
All Commodities—										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	211.2	240.2	240.0	223.9	222.1
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	202.0	218.6	217.1	206.4	204.1
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	251.3	297.7	300.9	244.9	238.6
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	246.7	295.9	299.6	248.9	246.6
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	258.3	295.5	302.4	292.3	292.2
V. Iron and Its Products.....	72.3	164.5	108.2	87.5	104.8	183.6	208.7	214.5	218.2	218.2
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	159.5	180.6	183.6	170.2	170.0
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	164.8	169.8	170.8	173.5	173.7
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	157.8	187.3	189.7	177.0	177.2
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	212.8	237.9	235.7	216.3	212.5
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	211.0	242.4	243.7	228.8	228.0
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	249.9	289.8	291.1	288.4	288.3
Residential Building Materials.....			112.4	89.0	102.3	242.7	286.2	290.8	284.6	284.6
Canadian Farm Products Total.....			140.8	69.3	92.6	236.7	265.1	260.5	236.2	225.5
Field.....			137.2	69.3	83.7	191.9	193.4	181.7	195.3	181.9
Animal.....			144.4	69.2	101.5	281.4	336.9	339.2	277.2	269.1

†Gold is included from 1935 to date.

\*Arithmetically converted from base 1926 = 100.

The indexes for 1952 are subject to revision.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER 1951-1952†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1952*</b>						
January.....	15‡	15	5,749‡	5,749	75,220	0.08
February.....	12	22	12,388	13,048	47,603	0.05
March.....	17	26	2,895	5,204	65,502	0.07
April.....	20	35	8,352	12,055	178,605	0.19
May.....	28	42	14,434	22,973	247,733	0.27
June.....	27	40	44,704	59,364	708,382	0.77
July.....	24	47	8,802	55,737	881,318	0.95
August.....	19	43	6,295	15,018	205,515	0.22
September.....	16	41	5,308	15,045	203,245	0.22
October.....	17	38	5,931	13,322	165,009	0.18
Cumulative totals.....	195		114,858		2,778,132	0.30
<b>1951</b>						
January.....	18‡	18	6,255‡	6,255	16,988	0.02
February.....	16	20	4,760	4,944	20,103	0.02
March.....	23	29	4,523	4,988	16,960	0.02
April.....	17	22	3,723	3,950	10,199	0.01
May.....	32	40	7,250	8,038	35,167	0.04
June.....	41	53	15,289	15,937	128,510	0.14
July.....	18	36	7,326	11,249	119,598	0.13
August.....	26	44	21,305	28,215	226,622	0.25
September.....	24	35	4,035	10,808	117,480	0.12
October.....	18	33	5,547	8,665	55,467	0.06
Cumulative totals.....	233		80,013		747,094	0.08

\* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1952 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars <sup>(2)</sup>
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to October, 1952				
FISHING AND TRAPPING— Salmon fishermen, British Columbia.	.....	2,500	40,000	Commenced September 6; for 1951 prices for chum salmon; terminated October 18; conciliation and negotiations; compromise.
MINING— Coal miners, East Coulee, Alta.	1	128	128	Commenced September 23; protesting dismissal of a miner for unsatisfactory service; terminated October 1; return of workers pending negotiations; indefinite.
Coal miners, Shaughnessy, Alta.	1	100	300	Commenced September 29; dispute with machinemen <i>re</i> payment for drilling holes; terminated October 3; return of workers pending negotiations; indefinite.
Copper refiners, Montreal, P.Q.	1	500	12,000	Commenced July 14; for a union agreement; untermiated.
MANUFACTURING— <i>Vegetable Foods</i> — Biscuit and confectionery workers, Moncton, N.B.	1	268	3,600	Commenced August 18; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week and other changes; terminated October 18; conciliation compromise.
Bakery workers, Kelowna and Penticton, B.C.	2	<sup>(3)</sup> 65	1,650	Commenced August 28; for a new agreement providing for increased wages and reduced hours from 42 to 35 per week following reference to conciliation board; terminated October 31; conciliation; com promise.
<i>Textiles, Clothing, etc.</i> — Rayon factory workers, Louisville, P.Q.	1	400	8,000	Commenced March 10; for a new agreement providing for increased wages, union shiop, check-off and other changes following reference to arbitration board; untermiated.
Hat and cap factory workers Amherst, N.S.	2	100	2,400	Commenced September 16; for a union agreement providing for increased wages, reduced hours from 44 to 40 per week, pay for five statutory holidays, two week's vacations with pay and time and one-half for overtime following reference to conciliation board untermiated.
<i>Miscellaneous Wood Products</i> — Wood furniture factory workers, Durham, Ont.	1	85	1,600	Commenced July 21; for a union agreement providing for increased wages, union security, two week's vacations with pay and pay for seven statutory holidays following reference to conciliation board; untermiated.
<i>Metal Products</i> — Metal products factory workers, Waterloo, Ont.	1	204	600	Commenced July 3; for a new agree-ment providing for increased wages, union shop, reduced hours from 45 to 40 per week and seniority following reference to conciliation board; terminated October 3; conciliation; compromise.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1952** <sup>(1)</sup>—*Continued*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(?)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to October, 1952—Concluded				
Boiler and radiator factory workers, Montreal, P.Q.	1	600	10,200	Commenced August 21; inter-union dispute <i>re</i> bargaining agency; terminated October 24; return of workers; in favour of employer.
Truck and trailer body factory workers, Weston and Swansea, Ont.	2	290	6,300	Commenced August 25; for a new agreement providing for increased wages and extension of vacation plan following reference to conciliation board; untermi-nated.
Shipbuilding— Shipyard workers, Montreal, P.Q.	1	(4) 1,537	29,200	Commenced August 19; for a new agreement providing for increased wages following reference to arbitration board; terminated October 28; negotiations; com-promise.
Shipyard workers, Port Colborne, Ont.	1	65	455	Commenced September 12; alleged delay in negotiations for a new agreement; terminated October 9; negotiations; in favour of workers
Machinists, welders, etc., Liverpool, N.S.	1	300	7,000	Commenced September 15; for in-creased wages; untermi-nated.
CONSTRUCTION— Buildings and Structures— Carpenters, Red Rock, Ont.	1	104	1,245	Commenced September 25; for a union agreement providing for payment of room and board; terminated October 23; concili-ation; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway— Bus drivers and mechanics, Sydney, N.S.	1	32	800	Commenced August 19; for a new agreement providing for increased wages following reference to conciliation board; untermi-nated.
Truck drivers and helpers, Halifax, N.S.	1	11	99	Commenced September 30; for a new agreement providing for increased wages; terminated October 14; employer ceased operations; indefinite.
Electricity and Gas— Rural electrification labourers, Grand River, St. Peters area, N.S.	1	.....	.....	Commenced June 24; for increased wages; later information indicates terminated by September 2; return of workers; in favour of employer.
SERVICE— Business and Personal— Beverage room employees, Sudbury, Ont.	.....	.....	.....	Commenced September 23; for a new agreement providing for increased wages; later information indicates terminated September 24; negoti-ations; compromise.
Garage workers, Calgary, Alta.	3	102	300	Commenced September 27; for a union agreement; terminated by October 8; return of workers and replacement; in favour of employers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1952 <sup>(1)</sup>—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During October, 1952				
MINING—		( <sup>5</sup> )		
Metal alloy smelter and re- finery workers, Deloro, Ont.	1	357	7,500	Commenced October 3; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, union shop and other changes following reference to conciliation board; terminated October 30; conciliation; compromise.
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Rubber factory workers, Kitchener, Ont.	1	500	1,400	Commenced October 2; protesting suspension of two workers for refusal to work scheduled over- time; terminated October 6; return of workers; in favour of employer.
<i>Animal Foods—</i>				
Fish packers, Halifax, N.S.	1	268	125	Commenced October 31; misunder- standing <i>re</i> duration of work period; terminated October 31; return of workers; in favour of employer.
<i>Textiles, Clothing, etc.—</i>				
Cotton factory workers, Hamilton, Ont.	2	745	16,300	Commenced October 1; inter-union dispute <i>re</i> bargaining agency; unterminated.
Children's clothing factory workers, Hawkesbury, Ont.	1	74	220	Commenced October 22; for a union agreement providing for increased wages, pay for four statutory holidays, overtime rates and closed shop; terminated October 24; return of workers pending negotiations; indefinite.
Clothing factory workers, Quebec, P.Q.	3	200	300	Commenced October 30; for a union agreement providing for increased wages; work resumed at two establishments October 31; un- terminated.
<i>Miscellaneous Wood Products—</i>				
Prefabricated housing factory workers, New Glasgow, N.S.	2	140	700	Commenced October 27; inter-union dispute <i>re</i> bargaining agency; unterminated.
<i>Metal Products—</i>				
Saw factory workers, Galt, Ont.	1	119	350	Commenced October 3; protesting three-day suspension of a worker; terminated October 7; return of workers; in favour of employer.
Sheet metal products factory workers, Saskatoon, Sask.	1	73	1,000	Commenced October 10; protesting dismissal of a welder for striking charge hand; terminated October 30; conciliation and return of workers pending reference to Labour Relations Board; in- definite.
Tool and die factory workers, Windsor, Ont.	1	103	103	Commenced October 10; alleged discrimination in dismissal of four workers; terminated October 10; return of workers pending reference to Labour Relations Board; in- definite.





CANADA

DEPARTMENT OF LABOUR

Economics and Research Branch



# STRIKES AND LOCKOUTS IN CANADA DURING 1951

WITH INFORMATION FOR CERTAIN OTHER COUNTRIES

*Issued as a Supplement to*

THE LABOUR GAZETTE

MINISTER—HONOURABLE MILTON F. GREGG

DEPUTY MINISTER—ARTHUR MacNAMARA, C.M.G., L.L.D.

EDMOND CLOUTIER, C.M.G., O.A., D.S.P.  
QUEEN'S PRINTER AND CONTROLLER OF STATIONERY  
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## CONTENTS

	PAGE
Strikes and Lockouts in Canada During 1951 .....	5
CHART	
Loss in Man-Working Days Through Strikes and Lockouts by Groups of Industries Each Year, 1914-1951 .....	6
TABLES	
1. Strikes and Lockouts, Canada, by Years, 1901-1951 .....	7
2. Number of Strikes and Lockouts, Canada, by Industries, 1931-1951 .....	8
3. Workers Involved in Strikes and Lockouts, Canada, by Industries, 1931-1951 .....	9
4. Time Loss in Man-Working Days in Strikes and Lockouts, Canada, by Industries, 1931-1951 .....	10
5. Number of Strikes and Lockouts, Canada, Manufacturing by Industries, 1931-1951 .....	11
6. Workers Involved in Strikes and Lockouts, Canada, Manufacturing by Industries, 1931-1951 .....	12
7. Time Loss in Man-Working Days in Strikes and Lockouts, Canada, Manufacturing by Industries, 1931-1951 .....	13
8. Number of Strikes and Lockouts, Canada, Construction, 1931-1951 .....	14
9. Workers Involved in Strikes and Lockouts, Canada, Construction, 1931-1951 .....	14
10. Time Loss in Man-Working Days in Strikes and Lockouts, Canada, Construction, 1931-1951 .....	15
11. Number of Strikes and Lockouts, Canada, Transportation and Public Utilities, 1931-1951 .....	15
12. Workers Involved in Strikes and Lockouts, Canada, Transportation and Public Utilities, 1931-1951 .....	16
13. Time Loss in Man-Working Days in Strikes and Lockouts, Canada, Transportation and Public Utilities, 1931-1951 .....	16
14. Strikes and Lockouts, 1951, by Industries .....	17
15. Strikes and Lockouts, 1951, by Causes and Results .....	18
16. Strikes and Lockouts, 1951, by Industries and Methods of Settlement .....	19
17. Strikes and Lockouts, 1951, by Number of Workers Involved .....	20
18. Strikes and Lockouts, 1951, by Time Loss .....	20
19. Strikes and Lockouts, 1951, by Duration .....	20
20. Strikes and Lockouts, 1951, by Provinces .....	20
21. Strikes and Lockouts, 1941-1951, by Months .....	21
22. Detailed List of Strikes and Lockouts in Canada, 1951 .....	22
Canada and Other Countries, 1940-1951 .....	46





# STRIKES AND LOCKOUTS IN CANADA, 1951

*The outstanding features of the year, as compared with 1950, were, on the one hand, an increase of more than 60 per cent in the number of work stoppages, and, on the other, a decrease of about 35 per cent in the time loss. The number of strikes and lockouts in 1951 was the highest since 1943 and strike idleness the lowest since 1948. The number of workers involved in 1951 stoppages was greater than average but was 46 per cent below the 1950 total which was inflated by the large number of workers involved in the railway strike.*

The latest figures available show that in 1950 collective agreements in effect covered more than 1,282,000 workers (L.G., Dec., 1951, p. 1639). The great majority of these contracts were renewed in 1951 by peaceful negotiations. In 1951, disputes over renewals of existing contracts caused only 70 stoppages, involving 32,111 workers, or two and one-half per cent of the total of all workers covered by agreements.

Wages and related questions have been the predominant issues in strikes and lockouts during the last six years. Steadily rising consumer prices during this period have made the financing of the family budget a matter of real concern to the Canadian worker. In spite of a sharp increase in the cost-of-living index in 1951, there was a substantial decline in the percentage of time lost in disputes over wage increases. In 1951, this issue caused 48 per cent of the stoppages, involved 48 per cent of the workers and caused 70 per cent of the total loss, as compared with an average for the five-year period, 1946-1950, of 59 per cent of the stoppages, 73 per cent of the workers, and 90 per cent of the total strike idleness. In 1951, other causes affecting working conditions caused 19 per cent of the stoppages; union questions, other than for increased wages, 18 per cent; and discharge of workers, suspension, refusal to reinstate and employment of particular persons, other than in connection with union questions, 15 per cent of the total. There were two small sympathy strikes in 1951, three in 1950, one in 1949 and none in 1948. Pensions and welfare plans were not important issues. As there are usually a number of issues in dispute in each case, the variety and complexity of causes leading to work stoppages present difficulties in classification for statistical purposes.

In 1951, four stoppages, showing losses greater than 35,000 days in each case, caused 46 per cent of the total strike idleness.

These were: sewing machine factory workers at St. Johns, P.Q.; tobacco factory workers at Hamilton, Ont., and Montreal and Granby, P.Q.; motor vehicle factory workers at Windsor, Ont.; and gold miners and mill workers at Timmins, Ont.

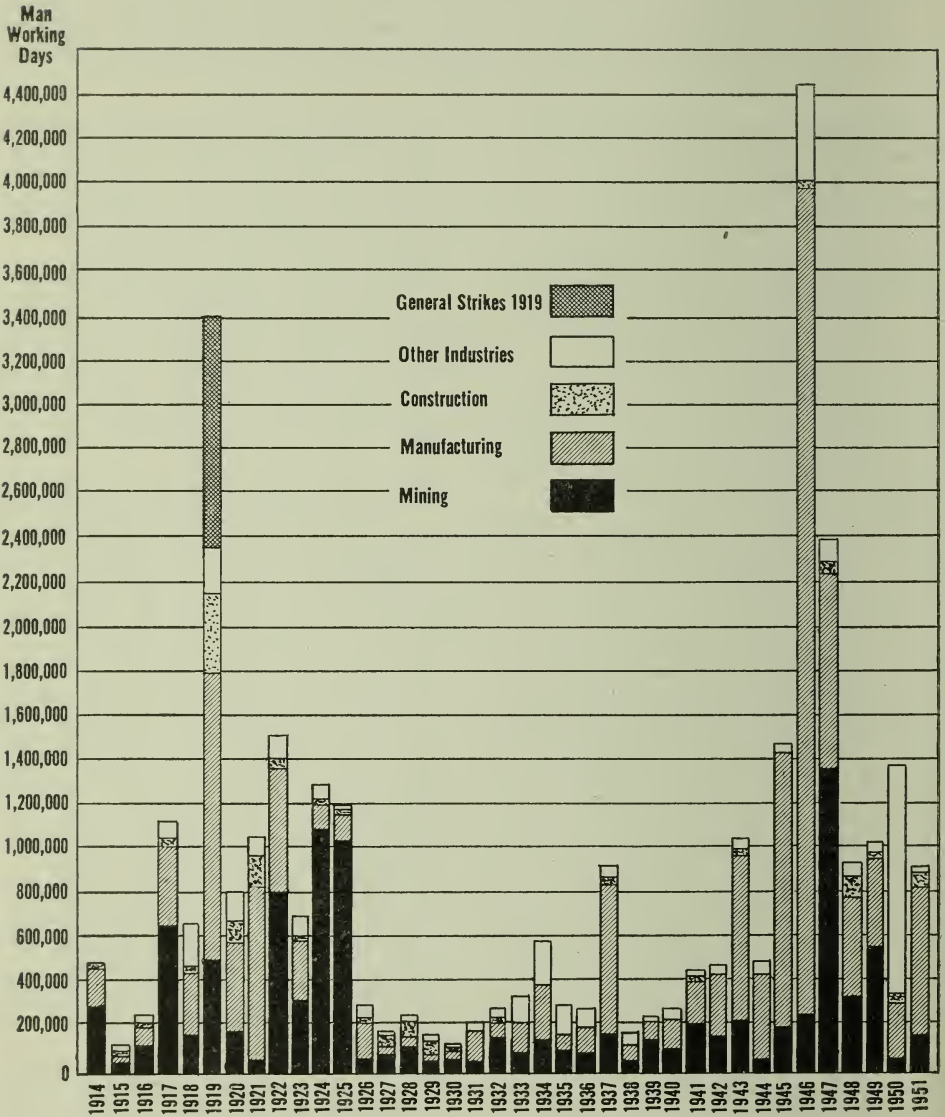
Figures for the last three years show 259 strikes and lockouts in 1951; 161 in 1950; and 137 in 1949. The number of workers involved in 1951 was 102,870; 192,153 in 1950; and 51,437 in 1949. The time loss in 1951 was 901,739 man-working days; 1,389,039 in 1950; and 1,063,667 days in 1949.

Based on the number of wage and salary workers in Canada the total amount of time lost in 1951 was about one-tenth of one per cent of the estimated working time, approximately the same percentage as in 1948, 1949 and 1950, compared with one-half of one per cent in 1946. The total time lost in 1951 was equivalent to an average loss for each wage and salary worker in Canada of less than one-quarter day, less than one-half day in 1950, one-third day in 1949, one-quarter day in 1948, and one and one-half days in 1946. The average loss of time for each worker directly involved in stoppages in 1951 was about nine days, seven days in 1950, 21 days in 1948 and 1949, and 32 days in 1946.

Of the 259 stoppages during the year, about 22 per cent were settled in favour of the workers, 35 per cent in favour of the employer, 34 per cent resulted in a compromise or partial gain to the workers, and nine per cent were indefinite or unterminated.

Strike idleness in the manufacturing group of industries was greater than in all other industries combined, causing 74 per cent of the total time lost in 1951. In 1950, the greatest loss was in transportation, the railway strike accounting for more than a million days. In 1951, time lost in transportation disputes was negligible. Mining accounted for 16 per cent of the total loss

# LOSS IN MAN-WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1914-1951





in 1951, but in this group stoppages in coal mining caused less than five per cent of the total. In the construction industry, stoppages caused less than eight per cent of the total idleness.

Direct negotiations between workers and employers brought about settlement of 113 of the 259 stoppages in 1951, in some cases

with provincial conciliators acting in an advisory capacity at some stage of the negotiations or in drafting contracts. Provincial conciliation effected settlement in 42 cases, federal conciliation in one, and civic mediation in one; 15 were referred to labour boards and commissioners; six were settled by arbitration; and 70 by return of

TABLE I.—STRIKES AND LOCKOUTS, CANADA, BY YEAR, 1901-1951

Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimated Working Time
1901.....	97	99	285	24,089	737,808			
1902.....	124	125	532	12,709	203,301			
1903.....	171	175	1,124	38,408	858,959			
1904.....	103	103	591	11,420	192,890			
1905.....	95	96	332	12,513	246,138			
1906.....	149	150	965	23,382	378,276			
1907.....	183	188	950	34,060	520,142			
1908.....	72	76	178	26,071	703,571			
1909.....	88	90	372	18,114	880,663			
1910.....	94	101	1,233	22,203	731,324			
1911.....	99	100	533	29,285	1,821,084			
1912.....	179	181	1,321	42,860	1,135,786			
1913.....	143	152	1,077	40,519	1,036,254			
1914.....	58	63	261	9,717	490,850			
1915.....	62	63	120	11,395	95,042			
1916.....	118	120	332	26,538	236,814			
1917.....	158	160	758	50,255	1,123,515			
1918.....	228	230	782	79,743	647,942			
1919.....	332	336	1,967	148,915	3,400,942	1.79	22.84	0.60
1920.....	310	322	1,374	60,327	799,524	0.42	13.25	0.14
1921.....	159	168	1,208	28,257	1,048,914	0.66	37.12	0.22
1922.....	89	104	732	43,775	1,528,661	0.95	34.92	0.32
1923.....	77	86	450	34,261	671,750	0.39	19.61	0.13
1924.....	64	70	435	34,310	1,295,054	0.76	37.75	0.26
1925.....	86	87	497	28,949	1,193,281	0.69	41.22	0.23
1926.....	75	77	512	23,834	266,601	0.14	11.19	0.05
1927.....	72	74	480	22,299	152,570	0.08	6.84	0.03
1928.....	96	98	548	17,581	224,212	0.11	12.75	0.04
1929.....	88	90	263	12,946	152,080	0.07	11.75	0.02
1930.....	67	67	338	13,768	91,797	0.04	6.67	0.01
1931.....	86	88	266	10,738	204,238	0.10	19.02	0.04
1932.....	111	116	497	23,390	255,000	0.15	10.90	0.05
1933.....	122	125	617	26,558	317,547	0.20	11.96	0.07
1934.....	189	191	1,100	45,800	574,519	0.33	12.54	0.11
1935.....	120	120	719	33,269	288,703	0.16	8.68	0.05
1936.....	155	156	709	34,812	276,997	0.15	7.96	0.05
1937.....	274	278	630	71,905	886,393	0.44	12.33	0.15
1938.....	142	147	614	20,395	148,678	0.08	7.29	0.02
1939.....	120	122	243	41,038	224,588	0.11	5.47	0.04
1940.....	166	168	894	60,619	266,318	0.12	4.39	0.04
1941.....	229	231	658	87,091	433,914	0.17	4.98	0.06
1942.....	352	354	492	113,916	450,202	0.16	3.95	0.05
1943.....	401	402	651	218,404	1,041,198	0.35	4.77	0.12
1944.....	195	199	400	75,290	490,139	0.16	6.51	0.06
1945.....	196	197	418	96,068	1,457,420	0.49	15.17	0.17
1946.....	225	228	1,299	139,474	4,516,393	1.49	32.38	0.50
1947.....	232	236	1,173	104,120	2,397,340	0.77	23.02	0.26
1948.....	147	154	674	42,820	885,793	0.27	20.68	0.09
1949.....	132	137	542	51,437	1,063,667	0.32	20.68	0.11
1950.....	158	161	345	192,153	1,389,039	0.40	7.23	0.13
1951.....	257	259	646	102,870	901,739	0.24	8.77	0.08
Total.....	7,745	*7,920	*34,137	*2,574,670	41,335,570			

\*In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

workers and replacement, the latter being a factor in 21 cases. At the end of the year six stoppages were recorded as unternminated.

Female workers were involved in 87 of the 259 stoppages during 1951, slightly more than 7,000 workers, or about seven per cent of the total, being women and girls. The 10-year average, 1941-1950, of females in work stoppages was 74 strikes and 9,480 women and girls, or about nine per cent of the total of all workers involved.

Six per cent of the total loss was caused by 133 stoppages which involved less than 100 workers in each case; more than 22 per cent of the idleness by 83 stoppages involving between 100 and 500 workers in each case; and 72 per cent of the total loss by 43 stoppages involving more than 500 workers in each case.

About 67 per cent of the stoppages, involving 69 per cent of the workers, and causing 18 per cent of the time loss, were settled within 10 days; 17 per cent of the stoppages, involving 18 per cent of the workers, and causing 26 per cent of the idleness, lasted between 10 and 25 days; and 13 per cent of the strikes, involving 12 per cent of the workers, and causing 54 per cent of the loss, lasted between 25 and 100 days.

## Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the *LABOUR GAZETTE* each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. Early in each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the *LABOUR GAZETTE* are necessarily of a preliminary nature, the annual review constitutes the revised record for the year.

The annual review for 1930, appearing in the *LABOUR GAZETTE*, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were made.

The record of the Department includes lockouts as well as strikes but a lockout,

**TABLE II.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, BY INDUSTRIES, 1931-1951\***

Year	Industries†										
	Agri- culture	Log- ging	Fishing and Trapping	Mining, etc.		Manu- facturing‡	Con- struction‡	Trans- portation and Public Utilities	Trade	Service	Total
				Coal	Other						
1931...		3	3	9		43	13	3		14	88
1932...		11	2	33		54	10			6	116
1933...	1	14	1	21		66	11	3	4	3	125
1934...	1	17	1	26	2	112	7	10	4	11	191
1935...	5	2	4	17	3	58	8	14	3	6	120
1936...	1	6	3	20	2	81	10	15	1	17	156
1937...	2	7	1	44	5	145	25	16	7	26	278
1938...	1	4	8	25	1	73	15	9	5	6	147
1939...		1	1	48	2	44	10	4	4	8	122
1940...		1	5	65	5	59	15	7	4	7	168
1941...		1		45	3	131	23	13	4	11	231
1942...	2	5	1	53	8	219	31	15	4	15	354
1943...		6		111	9	222	12	24	7	17	402
1944...		2		46	3	120	6	13	3	6	199
1945...				39	3	126	7	12	4	6	197
1946...		2	3	42	8	122	15	20	8	9	\$228
1947...		1	2	11	5	133	33	23	8	20	236
1948...		6		11	1	79	19	14	6	17	154
1949...			2	7	8	91	13	9	1	6	137
1950...		1	1	11	4	99	13	12	7	13	161
1951...		2		16	7	162	32	13	15	12	259

\* In this table, figures for strikes and lockouts extending over the end of year are counted more than once.

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1942, one strike; 1948, one strike; and Miscellaneous.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

§ In 1943 two strikes involved workers in eight stoppages in five industries; in 1946, one strike involved workers in two industries.

or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical tables, therefore, strikes and lockouts are recorded together. In this discussion the word "strikes" is frequently used for convenience in place of "strikes and lockouts".

A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such minor strikes is maintained in the Department. During 1951 there were 12 such strikes, involving 638 workers and causing a time loss of 120 man-days. In 1950, 10 were recorded, involving 111 workers with a time loss of 206 days.

In Tables I and XXII the number of employers involved is given. In strikes which involve large numbers of shops or factories, such as clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

For Tables II to XIII, inclusive, data for the years 1901 to 1930 may be found in the 1950 supplement.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information but the estimates made in such cases are the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved from time to time, so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes

TABLE III.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, BY INDUSTRIES, 1931-1951\*

Year	Industries†										
	Agri- culture	Log- ging	Fishing and Trapping	Mining, etc.		Manu- facturing‡	Con- struction‡	Trans- portation and Public Utilities	Trade	Service	Total
				Coal	Other						
1931.....		236	1,000	2,129		5,406	549	451		967	10,738
1932.....		1,435	3,200	8,540		8,811	1,307			97	23,390
1933.....	1,200	5,383	250	3,028	400	15,569	254	322	98	54	26,558
1934.....	93	5,889	50	11,461	1,373	25,150	454	465	116	749	45,800
1935.....	2,175	2,132	1,330	6,131	638	14,568	379	5,592	69	255	33,269
1936.....	1,100	2,605	2,840	8,581	74	15,061	685	3,291	17	558	34,812
1937.....	78	3,010	800	15,477	2,060	46,344	1,286	1,441	188	1,221	71,905
1938.....	10	870	1,848	5,054	12	7,460	879	2,519	1,489	254	20,395
1939.....		70	15	31,102	231	8,051	533	265	563	208	41,038
1940.....		50	1,855	31,052	600	17,018	1,053	6,816	1,404	771	60,619
1941.....		300		38,136	3,340	37,838	4,781	1,566	193	937	87,091
1942.....	426	604	3,260	19,670	2,738	80,037	3,889	2,233	61	774	†113,916
1943.....		632		59,017	535	139,656	785	8,712	202	8,865	218,404
1944.....		90		11,180	864	53,093	427	7,484	105	2,047	75,290
1945.....				27,422	470	62,788	380	4,322	445	241	96,068
1946.....		19,000	800	21,414	5,687	86,815	994	3,645	437	682	139,474
1947.....		50	750	45,467	1,799	41,357	6,091	4,434	880	3,292	104,120
1948.....		1,495		14,695	2,000	18,500	3,337	1,312	239	1,132	†42,820
1949.....			4,570	1,558	7,179	31,739	3,602	2,255	65	469	51,437
1950.....		130	70	4,348	2,910	47,490	2,318	132,595	378	1,914	192,153
1951.....		425		14,325	4,864	73,171	5,867	664	2,957	597	102,870

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.  
† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1942, 224 workers; 1943 110 workers; and Miscellaneous.  
‡ In this table the manufacturing group now includes shipbuilding since 1931; prior to 1942 shipbuilding had been in the construction group.



to the table listing in detail the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike. Data as to workers or idleness in other plants which

may have been indirectly affected are not included in any of the statistics owing to the difficulty of securing exact information.

The accompanying chart shows the time loss in man-working days by groups of industries each year, for the period 1914 to 1951, inclusive.

**TABLE IV.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, BY INDUSTRIES, 1931-1951**

Year	Industries†										
	Agri- culture	Log- ging	Fishing and Trapping	Mining, etc.		Manu- facturing†	Con- struction†	Trans- portation and Public Utilities	Trade	Service	Total
				Coal	Other						
1931...		2,250	11,400	11,523		149,214	3,346	20,900		5,605	204,238
1932...		9,890	29,500	132,766		75,175	7,257			412	255,000
1933...	1,500	105,190	6,500	33,019	14,000	150,634	3,186	875	2,883	260	317,547
1934...	93	193,558	250	91,459	26,700	252,009	2,272	629	778	6,771	574,519
1935...	6,745	35,090	14,660	65,707	7,771	82,038	846	74,696	289	861	288,703
1936...	4,000	31,305	40,950	56,042	724	125,666	1,301	12,052	50	4,907	276,997
1937...	58	26,575	1,600	112,826	26,520	687,510	7,376	14,458	4,156	5,314	886,393
1938...	85	1,750	22,744	21,366	36	81,339	1,328	9,517	3,439	7,074	148,678
1939...		210	40	111,274	10,800	81,562	814	325	18,864	699	224,588
1940...		200	12,070	68,763	7,540	151,081	2,026	15,087	6,668	2,883	266,318
1941...		4,000		109,069	82,620	207,180	12,662	4,224	760	13,399	433,914
1942...	278	974	10,000	66,318	63,211	296,135	4,266	5,439	74	2,407	†450,202
1943...		7,287		204,980	3,334	777,661	1,920	18,958	718	26,340	1,041,198
1944...		145		28,507	864	401,385	1,212	45,426	334	12,266	490,139
1945...				183,102	396	1,238,901	2,948	28,096	3,220	757	1,457,420
1946...		450,000	8,360	43,854	185,622	3,760,299	6,995	52,338	3,743	5,182	4,516,393
1947...		150	31,000	1,314,334	45,443	877,077	44,362	74,271	1,231	9,472	2,397,340
1948...		9,750		303,639	5,350	487,532	39,666	26,176	2,890	9,255	†885,793
1949...			26,850	3,103	504,533	433,022	41,120	45,551	5,500	3,988	1,063,667
1950...		520	1,540	14,925	32,875	245,346	28,866	1,007,920	10,867	46,180	1,389,039
1951...		1,175		40,129	106,840	670,124	68,412	1,800	7,947	5,312	901,739

† Two groups in which few strikes occurred are not shown in this table: they are: Finance—1942, 1,100 days; 1948, 1,535 days; and Miscellaneous.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

TABLE V.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, MANUFACTURING BY INDUSTRIES, 1931-1951\*

Year	Vege- table Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles, Cloth- ing, etc.	Pulp, Paper and Paper Products	Printing and Publish- ing	Miscel- laneous Wood Products	Metal Products	Ship- building	Non- metallic Minerals, Chem- icals, etc.	Miscel- laneous Products	Total
1931.....			1			3	23		3	8	3		2		43
1932.....			1		1	5	29		2	12	2		2		54
1933.....	6				2	9	35		1	8	1	1	1	2	66
1934.....	6			3	17	8	40	4		24	2			7	112
1935.....	9	1			5	3	15		3	9	10	1	1	1	58
1936.....	8			2	4	13	33		1	12	4		4		81
1937.....	9	3	5	4	7	9	49	3	3	20	23		6	4	135
1938.....	7	1	2		6	5	18		5	10	13		5	1	73
1939.....			6		1	2	19		1	4	7	1	1	2	44
1940.....	3		2		2		27			2	17	3	2	1	59
1941.....			3	5	4	5	37	3	4	14	37		6	4	131
1942.....	8	7		3	10	1	30	16	1	17	74		4	7	219
1943.....	2	2	14	4	6	7	21	8	2	5	102	32	19	8	292
1944.....	2		18	4	1	3	15	7	1	8	42	16	7	5	220
1945.....	2		9	4	3	3	13	1	5	7	64	7	7	1	126
1946.....	10	1	2	2	4	5	29	2	2	13	44		8		122
1947.....	10	2	1	2	5	7	16	1	3	25	42	4	13	1	133
1948.....	3	2	3	1		2	14		2	10	37		5	7	79
1949.....	3	2	10	3	4	2	11	2	2	8	29		7	7	91
1950.....	1		5	3	3	3	20	2	1	16	40	1	3	1	99
1951.....	6	4	10	2	3	4	23	4	2	25	62	4	8	5	162

\* In this table, figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE VI.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, MANUFACTURING BY INDUSTRIES, 1931-1951\*

Year	Vege- table Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles, Cloth- ing, etc.	Pulp, Paper and Paper Products	Printing and Publish- ing	Miscel- laneous Wood Products	Metal Products	Ship- building	Non- metallic Minerals, Chem- icals, etc.	Miscel- laneous Products	Total
1931.....	.....	.....	71	.....	.....	220	3,105	.....	169	1,641	127	.....	73	.....	5,406
1932.....	.....	.....	273	.....	80	924	6,740	.....	48	668	18	.....	60	.....	8,811
1933.....	88	.....	.....	.....	125	888	12,933	.....	16	1,141	150	20	8	200	15,569
1934.....	186	.....	.....	123	2,245	476	18,348	372	84	2,776	261	.....	.....	279	25,150
1935.....	574	150	.....	.....	724	122	10,106	.....	110	976	1,519	125	44	118	14,568
1936.....	518	.....	.....	293	405	1,472	10,166	.....	14	1,102	387	.....	704	.....	15,061
1937.....	509	257	1,370	950	1,505	1,857	25,955	397	135	4,871	8,522	.....	682	334	46,344
1938.....	303	9	31	.....	715	143	3,461	.....	202	991	1,232	.....	285	88	7,400
1939.....	.....	.....	2,062	.....	16	76	3,840	.....	20	381	1,272	150	104	130	8,051
1940.....	290	.....	347	.....	86	.....	10,992	.....	.....	318	3,579	900	430	76	17,018
1941.....	691	.....	441	1,247	272	534	5,564	476	217	1,930	24,330	1,108	457	571	37,838
1942.....	665	6,263	.....	433	6,125	65	4,815	3,060	28	2,487	36,432	18,368	499	797	80,037
1943.....	210	1,718	3,794	857	1,450	304	3,546	2,648	90	720	83,302	39,110	1,557	550	139,656
1944.....	42	.....	8,250	935	17	212	5,360	1,548	34	911	25,395	10,197	192	.....	53,093
1945.....	802	.....	8,607	7,221	67	344	4,355	278	283	1,868	36,196	2,110	557	100	62,788
1946.....	1,249	700	11,571	69	255	904	12,404	153	397	24,899	32,721	.....	1,493	.....	86,815
1947.....	639	50	560	13,928	1,989	1,624	10,111	250	1,183	2,594	6,055	707	1,282	105	41,357
1948.....	231	173	330	200	.....	44	3,754	.....	889	1,791	10,735	.....	1,312	71	18,500
1949.....	1,389	186	4,588	400	297	390	3,787	226	864	576	18,861	.....	1,877	358	31,739
1950.....	230	.....	1,906	137	309	205	3,494	423	4	2,763	37,306	507	151	55	47,490
1951.....	905	5,193	9,264	296	200	333	2,473	462	66	2,417	49,717	1,098	652	95	73,171

\* In this table, figures for strikes and lockouts extending over the end of the year are counted more than once.



TABLE VII.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, MANUFACTURING BY INDUSTRIES, 1931-1951

Year	Vegetable Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles, Cloth- ing, etc.	Pulp, Paper and Paper Products	Printing and Publish- ing	Miscel- laneous Wood Products	Metal Products	Ship- building	Non- metallic Minerals, Chem- icals, etc.	Miscel- laneous Products	Total
1931.....	.....	.....	71	.....	.....	5,100	68,538	.....	21,191	51,657	1,115	.....	1,542	.....	149,214
1932.....	.....	.....	4,500	.....	500	13,460	48,995	.....	3,095	4,089	36	.....	500	.....	75,175
1933.....	423	.....	.....	.....	705	8,630	108,210	.....	50	29,830	1,800	40	96	850	150,634
1934.....	1,060	.....	.....	2,820	12,550	3,478	190,646	4,210	1,200	30,937	800	.....	.....	4,308	252,009
1935.....	1,581	900	.....	.....	8,822	2,130	36,751	.....	12,100	6,784	10,285	310	175	2,200	82,038
1936.....	2,176	.....	.....	460	7,700	24,595	80,907	.....	50	3,238	1,720	.....	4,820	.....	125,666
1937.....	1,629	.....	27,880	27,800	10,350	22,333	435,504	1,765	1,275	41,664	105,905	.....	6,717	3,134	687,510
1938.....	1,214	1,554	.....	.....	4,166	5,392	25,471	.....	1,793	18,991	10,783	.....	12,533	598	81,339
1939.....	.....	100	42,400	.....	64	368	27,835	.....	60	1,005	6,370	600	2,500	160	81,562
1940.....	410	.....	1,564	.....	2,645	.....	118,553	.....	.....	913	19,826	2,450	4,750	190	151,051
1941.....	3,050	.....	255	4,745	1,280	1,633	37,339	565	2,892	9,756	136,623	1,335	1,280	6,427	207,180
1942.....	6,081	17,345	.....	6,054	40,841	65	24,980	17,890	25	15,358	127,942	26,482	2,136	925	296,135
1943.....	80	13,530	13,243	333	9,365	4,392	17,391	23,240	215	1,899	545,169	121,764	18,252	8,768	777,461
1944.....	160	.....	20,019	670	40	137	35,604	3,531	57	2,047	251,116	81,664	540	.....	401,385
1945.....	14,382	.....	34,938	33,107	420	4,791	10,282	556	6,552	8,022	1,117,117	3,555	2,419	2,750	1,298,901
1946.....	10,900	14,650	807,800	151	1,392	6,445	394,794	300	35,800	710,124	1,705,490	.....	72,453	.....	3,760,299
1947.....	16,279	1,053	300	465,253	57,259	20,430	103,253	21,500	12,013	46,098	114,943	3,598	14,733	365	877,077
1948.....	2,135	760	1,479	250	.....	1,400	133,298	.....	7,645	86,186	251,984	.....	2,315	80	487,552
1949.....	19,370	7,325	54,859	7,670	1,860	1,650	20,359	1,390	89,125	11,467	203,663	.....	9,661	4,623	433,022
1950.....	1,035	.....	4,175	1,140	9,540	3,480	55,604	3,900	250	14,998	136,136	11,000	2,023	2,065	245,346
1951.....	6,562	117,900	43,344	1,030	1,873	6,745	17,375	21,380	1,555	28,214	401,902	14,486	6,205	1,523	670,124

**TABLE VIII.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, CONSTRUCTION, 1931-1951\***

Year	Buildings and Structures	Railway	Bridge	Highway	Canal, Harbour, Waterway	Miscellaneous	Total
1931.....	6		1	3		3	13
1932.....	8					2	10
1933.....	9		2				11
1934.....	5		1	1			7
1935.....	5			2	1		8
1936.....	5			3		2	10
1937.....	9	1	1	13		1	25
1938.....	8			4		3	15
1939.....	3			6		1	10
1940.....	6					9	15
1941.....	13			2		8	23
1942.....	22			1	1	7	31
1943.....	4			1		7	12
1944.....	6						6
1945.....	5			2			7
1946.....	12			2	1		15
1947.....	32				1		33
1948.....	18			1			19
1949.....	13						13
1950.....	12					1	13
1951.....	25					7	32

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

**TABLE IX.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, CONSTRUCTION, 1931-1951\***

Year	Buildings and Structures	Railway	Bridge	Highway	Canal, Harbour, Waterway	Miscellaneous	Total
1931.....	292		30	92		135	549
1932.....	357					950	1,307
1933.....	164		90				254
1934.....	312		42	100			454
1935.....	298			41	40		379
1936.....	170			218		297	685
1937.....	330	50	62	831		13	1,286
1938.....	418			407		54	879
1939.....	149			377		7	533
1940.....	508					545	1,053
1941.....	3,384			231		1,166	4,781
1942.....	2,872			10	300	707	3,889
1943.....	397			20		368	785
1944.....	427						427
1945.....	325			55			380
1946.....	892			90	12		994
1947.....	6,057				34		6,091
1948.....	3,322			15			3,337
1949.....	3,602						3,602
1950.....	2,253					60	2,318
1951.....	5,585					282	5,867

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

**TABLE X.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, CONSTRUCTION, 1931-1951**

Year	Buildings and Structures	Railway	Bridge	Highway	Canal, Harbour, Waterway	Miscellaneous	Total
1931.....	2,159		340	712		135	3,346
1932.....	4,132					3,125	7,257
1933.....	2,456		730				3,186
1934.....	2,096		126	50		15	2,272
1935.....	519			87	240		846
1936.....	402			500		399	1,301
1937.....	2,087	125	310	4,769		85	7,376
1938.....	603			493		232	1,328
1939.....	295			504		15	814
1940.....	1,398					628	2,026
1941.....	9,365			2,009		1,288	12,662
1942.....	3,420			50	300	496	4,266
1943.....	1,186			20		714	1,920
1944.....	1,212						1,212
1945.....	2,848			100			2,948
1946.....	6,535			438	22		6,995
1947.....	44,262				100		44,362
1948.....	39,546			120			39,666
1949.....	41,120						41,120
1950.....	28,836					30	28,866
1951.....	67,784					628	68,412

**TABLE XI.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, TRANSPORTATION AND PUBLIC UTILITIES, 1931-1951\***

Year	Steam Railways	Electric Railways and Local Bus Lines	Other local and Highway Transport	Water Transport	Air Transport	Telegraph and Telephone	Electricity and Gas	Miscellaneous	Total
1931.....				2			1		3
1932.....									
1933.....			1	1				1	3
1934.....				10					10
1935.....		1	2	11					14
1936.....	1		4	8				2	15
1937.....		1	2	13					16
1938.....			3	3				3	9
1939.....	1			3					4
1940.....			2	5					7
1941.....	3	1	2	7					13
1942.....	1		4	8		1		1	15
1943.....	1	4	1	17	1				24
1944.....		3	4	3			2	1	13
1945.....		4	2	3		1	1	1	12
1946.....	1	4	3	8		1	1	2	20
1947.....		5	5	12			1		23
1948.....	1	1	6	6					14
1949.....		3	3	2		1			9
1950.....	2	3	2	2		1	2		12
1951.....	1	2	7	1	1		1		13

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.



**TABLE XII.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA,  
TRANSPORTATION AND PUBLIC UTILITIES, 1931-1951\***

Year	Steam Railways	Electric Railways and Local Bus Lines	Other local and Highway Transport	Water Transport	Air Transport	Telegraph and Telephone	Electricity and Gas	Miscel- laneous	Total
1931.....				281			170		451
1932.....									
1933.....			13	300				9	322
1934.....				465					465
1935.....		171	190	5,231					5,592
1936.....	50		2,149	1,035				57	3,291
1937.....		21	11	1,409					1,441
1938.....			925	1,430				164	2,519
1939.....	80			185					265
1940.....			225	6,591					6,816
1941.....	355	176	79	956					1,566
1942.....	6		505	1,640		65		17	2,233
1943.....	98	3,093	64	4,506	951				8,712
1944.....		7,034	83	206			116	45	7,484
1945.....		2,613	140	1,386		22	100	61	4,322
1946.....	73	146	118	3,161		4	81	62	3,645
1947.....		3,106	201	1,118			9		4,434
1948.....	12	66	357	877					1,312
1949.....		308	365	1,576		6			2,255
1950.....	128,006	3,060	180	856		300	193		132,595
1951.....	28	95	397	77	58		9		664

\* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

**TABLE XIII.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA,  
TRANSPORTATION AND PUBLIC UTILITIES, 1931-1951**

Year	Steam Railways	Electric Railways and Local Bus Lines	Other local and Highway Transport	Water Transport	Air Transport	Telegraph and Telephone	Electricity and Gas	Miscel- laneous	Total
1931.....				18,900			2,000		20,900
1932.....									
1933.....			25	750				100	875
1934.....				629					629
1935.....		171	350	74,175					74,696
1936.....	50		6,435	5,045				522	12,052
1937.....		126	33	14,299					14,458
1938.....			6,142	3,160				215	9,517
1939.....	60			265					325
1940.....			3,800	11,287					15,087
1941.....	390	880	800	2,154					4,224
1942.....	30		775	4,409		125		100	5,439
1943.....	98	7,158	250	11,392	60				18,958
1944.....		44,017	955	339			47	68	45,426
1945.....		24,668	504	2,525		88	250	61	28,096
1946.....	73	408	322	50,872		10	526	127	52,338
1947.....		64,971	1,855	7,436			9		74,271
1948.....	48	300	3,083	22,745					26,176
1949.....		4,700	2,251	38,350		250			45,551
1950.....	1,000,054	2,110	615	2,843		1,350	948		1,007,920
1951.....	56	425	454	115	550		200		1,800

TABLE XIV.—STRIKES AND LOCKOUTS, 1951, BY INDUSTRIES

Industry	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per.Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
<b>Agriculture</b> .....						
<b>Logging</b> .....	2	0.8	425	0.4	1,175	0.1
<b>Fishing and Trapping</b> .....						
<b>Mining (1)</b> .....	23	8.9	19,189	18.7	146,969	16.3
Coal.....	16	6.2	14,325	14.0	40,129	4.5
Other.....	7	2.7	4,864	4.7	106,840	11.8
<b>Manufacturing</b> .....	162	62.5	73,171	71.1	670,124	74.3
Vegetable foods, etc.....	6	2.3	905	0.9	6,562	0.7
Tobacco and liquors.....	4	1.5	5,193	5.0	117,900	13.1
Rubber and its products (including synthetic)...	10	3.9	9,264	9.0	43,344	4.8
Animal foods.....	2	0.8	296	0.3	1,030	0.1
Boots and shoes (leather).....	3	1.2	200	0.2	1,873	0.2
Fur, leather and other animal products.....	4	1.5	333	0.3	6,745	0.7
Textiles, clothing, etc.....	23	8.9	2,473	2.5	17,375	1.9
Pulp, paper and paper products.....	4	1.5	462	0.4	21,380	2.4
Printing and publishing.....	2	0.8	66	0.1	1,555	0.2
Miscellaneous wood products.....	25	9.7	2,417	2.3	28,214	3.1
Metal products.....	62	23.9	49,717	48.3	401,902	44.6
<i>Ferrous</i> .....	50	19.3	46,283	43.0	350,817	38.9
<i>Non-ferrous</i> .....	12	4.6	3,434	3.3	51,085	5.7
Shipbuilding.....	4	1.5	1,098	1.1	14,486	1.6
Non-metallic minerals, chemicals, etc.....	8	3.1	652	0.6	6,205	0.7
Miscellaneous products.....	5	1.9	95	0.1	1,523	0.2
<b>Construction (1)</b> .....	32	12.4	5,867	5.7	68,412	7.6
Buildings and structures.....	25	9.7	5,585	5.4	67,784	7.5
Railway.....						
Bridge (1).....						
Highway.....						
Canal, harbour, waterway.....						
Miscellaneous.....	7	2.7	282	0.3	628	0.1
<b>Transportation and Public Utilities</b> .....	13	5.0	664	0.6	1,800	0.2
Steam Railway.....	1	0.4	28	0.0	56	0.0
Electric railways and local bus lines.....	2	0.7	95	0.1	425	0.0
Other local and highway transport.....	7	2.7	397	0.4	454	0.1
Water transport.....	1	0.4	77	0.1	115	0.0
Air transport.....	1	0.4	58	0.0	550	0.1
Telegraph and telephone.....						
Electricity and gas.....	1	0.4	9	0.0	200	0.0
Miscellaneous.....						
<b>Trade</b> .....	15	5.8	2,957	2.9	7,947	0.9
<b>Finance</b> .....						
<b>Service</b> .....	12	4.6	597	0.6	5,312	0.6
Public administration (1).....	4	1.5	175	0.2	164	0.0
Recreation.....						
Business and personal.....	8	3.1	422	0.4	5,148	0.6
<b>Total</b> .....	259	100.0	102,870	100.0	901,739	100.0

(1) Non-ferrous smelting is included with mining; erection of all large bridges is under bridge construction; water service is under public administration.

TABLE XV—STRIKES AND LOCKOUTS, 1951, BY CAUSES AND RESULTS

Cause or Object	In Favour of Workers			In Favour of Employers			Compromise or Partially Successful			Indefinite or Unterminated			Total		
	Strikes and Lock-outs	Workers	Time Loss in Man Working Days	Strikes and Lock-outs	Workers	Time Loss in Man Working Days	Strikes and Lock-outs	Workers	Time Loss in Man Working Days	Strikes and Lock-outs	Workers	Time Loss in Man Working Days	Strikes and Lock-outs	Workers	Time Loss in Man Working Days
<b>Wages (1)</b>	28	5,026	62,788	19	8,339	26,046	68	30,303	522,143	11	5,555	21,782	126	49,223	632,729
Increase in wages.....	5	726	5,220	11	5,122	22,887	14	8,804	50,458	2	31	480	32	13,086	78,045
Decrease in wages.....	1	95	900	.....	.....	.....	.....	.....	.....	.....	1	95	.....	95	900
Increase in wages and reduced hours.....	1	36	70	2	36	86	.....	.....	.....	.....	.....	3	72	156	.....
Increase in wages and other changes (1).....	21	4,169	56,598	6	3,181	3,043	54	21,499	471,085	9	5,521	21,302	90	34,370	552,028
<b>Hours of Labour:</b>	1	25	50	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	25	50
Reduced hours.....	1	25	50	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	25	50
Increased hours.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Other causes affecting wages and working conditions.....</b>	5	2,133	7,412	32	23,565	47,789	9	1,741	29,303	2	171	600	48	27,610	85,104
<b>Union questions:</b>	36	4,941	63,438	26	7,949	15,846	58	23,259	511,739	12	5,485	14,149	132	41,634	605,142
Recognition of union.....	2	154	550	4	100	3,040	2	318	5,060	.....	.....	.....	8	572	8,650
Collective agreements—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
First agreements, renewals and amendments.....	2	70	190	.....	.....	.....	1	950	33,500	.....	.....	.....	3	1,020	33,690
Closed shop, union shop, maintenance-of-membership, check-off, etc.....	1	16	50	1	100	300	.....	.....	.....	1	27	585	3	143	935
Increase in wages and other changes (1).....	21	4,169	56,598	6	3,181	3,043	52	21,359	471,624	8	5,390	12,802	87	34,099	544,067
Decrease in wages and other changes.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Employment of union members only.....	1	60	60	.....	.....	.....	1	42	300	1	20	10	3	122	370
Discharge of workers for union activity or membership (6).....	7	255	1,365	9	1,402	6,207	1	566	1,100	.....	.....	.....	17	2,223	8,672
Union jurisdiction (4).....	1	17	25	.....	.....	.....	1	24	155	.....	.....	.....	3	81	900
Other union questions (4).....	1	200	4,600	6	3,166	3,226	.....	.....	.....	1	8	32	8	3,374	7,858
<b>Discharge of workers (5) (6).....</b>	7	1,689	7,763	15	5,809	10,826	4	404	1,088	5	9,297	101,500	31	17,199	121,177
<b>Employment of particular persons (5).....</b>	1	77	115	5	680	964	.....	.....	.....	.....	.....	.....	6	757	1,079
<b>Sympathy.....</b>	1	121	125	1	400	400	.....	.....	.....	.....	.....	.....	2	521	525
<b>Unclassified.....</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total (2).....</b>	58	9,843	85,093	92	43,561	98,768	87	34,348	592,649	22	15,118	125,229	259	102,870	901,739

(1) The figures for the group "Increase in wages and other changes" under "Union Questions—Collective Agreements" are included in these totals and are therefore shown twice in the table but counted only once in the final total, see footnote (2); in addition to increase in wages, "other changes" may include union security, reduced hours, changes in working conditions, vacations with pay, sick leave, health, welfare and pension plans, payment for statutory holidays, overtime rates, shift differential, etc.

(2) These totals are not the sum of the above group totals, see footnote (1).

(3) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.

(4) Inter-union disputes caused three-strikes, involving 363 workers with a time loss of 6,186 days.

(5) Other than in connection with union questions.

(6) Including suspension and refusal to reinstate.



TABLE XVI.—STRIKES AND LOCKOUTS, 1951, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations		Conciliation or Mediation		Reference to Labour Boards, Commissioners, etc.		Arbitration		Return of Workers and Replacement		Indefinite or Unterminated		Total	
	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers
<b>Agriculture.</b>														
<b>Logging.</b>	2	425											2	425
<b>Fishing and trapping</b>														
<b>Mining</b>	9	2,309	2	1,734	4	991			8	14,455			23	19,189
<b>Manufacturing</b>	68	18,042	27	13,570	6	713	4	10,011	49	30,163	8	672	162	73,171
Clothing, textiles and leather (1)	18	2,020	2	844	1	20	2	25	5	537	2	80	30	3,006
Metal	23	7,960	9	7,550	2	300	2	9,986	22	23,456	4	465	62	49,717
Shipbuilding	2	560	1	505	1	33							1	1,098
Other	25	7,502	15	5,171	2	360			22	6,170	2	147	66	19,380
<b>Construction</b>	18	3,992	7	1,687	1	40			6	148			32	5,867
<b>Transportation and public utilities</b>	5	361	4	173	1	58	1	35	1	28	1	9	13	664
<b>Trade</b>	6	242	3	2,290	2	137	1	45	2	181	1	62	15	2,957
<b>Finance</b>														
<b>Service</b>	5	319	1	72	1	27								
<b>Miscellaneous</b>									4	120	1	59	12	597
<b>Total</b>	113	25,690	(2) 44	19,526	15	1,966	6	19,091	(2) 70	(3) 44,795	(2) 11	(2) 802	259	102,870

(1) Textiles, clothing, etc.; fur, leather and other animal products; boots and shoes (leather).

(2) Provincial conciliation in 42 cases; federal conciliation in one case; civic conciliation in one case.

(3) Replacement was a factor in 21 cases in strikes involving 1,014 workers.

**TABLE XVII.—STRIKES AND LOCKOUTS, 1951, BY NUMBER OF WORKERS INVOLVED**

Number of Workers Involved	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 10 .....	18	6.9	122	0.1	1,082	0.1
10 and under 50 .....	70	27.0	1,932	1.9	23,628	2.6
50 and under 100 .....	45	17.4	3,238	3.2	29,874	3.3
100 and under 500 .....	83	32.1	18,577	18.0	201,597	22.4
500 and under 1,000 .....	18	6.9	12,177	11.8	72,297	8.0
1,000 and over .....	25	9.7	66,824	65.0	573,251	63.6
Total .....	259	100.0	102,870	100.0	901,739	100.0

**TABLE XVIII.—STRIKES AND LOCKOUTS, 1951, BY TIME LOSS**

Number of Man-Working Days Lost	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 100 .....	54	20.9	3,066	2.9	2,518	0.3
100 and under 500 .....	92	35.5	16,179	15.7	22,593	2.5
500 and under 1,000 .....	32	12.4	10,135	9.9	22,447	2.5
1,000 and under 10,000 .....	66	25.5	37,037	36.0	222,551	24.7
10,000 and under 50,000 .....	11	4.2	19,808	19.3	216,530	24.0
50,000 and over .....	4	1.5	16,645	16.2	415,100	46.0
Total .....	259	100.0	102,870	100.0	901,739	100.0

**TABLE XIX.—STRIKES AND LOCKOUTS, 1951, BY DURATION**

Period of Duration	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 5 days .....	134	51.7	52,606	51.2	77,968	8.7
5 days and under 10 .....	41	15.8	18,699	18.1	82,860	9.2
10 days and under 15 .....	18	6.9	4,837	4.7	56,351	6.2
15 days and under 20 .....	15	5.8	11,324	11.0	135,479	15.0
20 days and under 25 .....	10	3.9	2,029	2.0	45,925	5.1
25 days and under 50 .....	24	9.3	8,625	8.4	290,336	32.2
50 days and under 100 .....	9	3.5	3,755	3.7	194,030	21.5
Undetermined or carried over from previous year .....	8	3.1	905	0.9	18,740	2.1
Total .....	259	100.0	102,870	100.0	901,739	100.0

**TABLE XX.—STRIKES AND LOCKOUTS, 1951, BY PROVINCES**

Province	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Newfoundland .....	6	2.3	3,196	3.1	24,280	2.7
Nova Scotia .....	20	7.7	16,850	16.4	57,333	6.4
Prince Edward Island .....	1	0.4	8	0.0	30	0.0
New Brunswick .....	4	1.5	680	0.7	6,100	0.7
Quebec .....	39	15.1	7,806	7.6	196,686	21.8
Ontario .....	143	55.2	62,470	60.7	421,608	46.7
Manitoba .....	2	0.8	35	0.0	180	0.0
Saskatchewan .....	5	1.9	279	0.3	2,795	0.3
Alberta .....	9	3.5	1,409	1.4	8,832	1.0
British Columbia .....	28	10.8	4,097	4.0	71,345	7.9
Interprovincial (1) .....	2	0.8	6,040	5.8	112,500	12.5
Total .....	259	100.0	102,870	100.0	901,739	100.0

(1) One strike, tobacco factory workers: Quebec, three establishments, 3,312 workers, 92,300 days; Ontario, one establishment, 378 workers, 10,800 days. One strike, steel products factory workers: Quebec, one establishment, 411 workers, 1,650 days; Ontario, three establishments, 1,899 workers, 7,600 days; Manitoba, one establishment, 40 workers, 150 days.

TABLE XXI.—STRIKES AND LOCKOUTS, 1941-1951, BY MONTHS

Month	Number of Strikes and Lockouts Beginning in Month										
	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	12	12	32	22	16	10	10	12	5	6	16
February.....	6	20	27	18	16	16	13	8	7	11	16
March.....	12	14	25	11	22	22	13	9	9	14	23
April.....	30	17	35	12	15	22	23	12	9	13	17
May.....	30	28	35	24	13	29	33	13	15	18	32
June.....	28	50	53	22	12	25	20	16	16	18	41
July.....	20	61	33	22	25	33	19	13	12	19	18
August.....	28	53	46	22	19	20	22	18	14	14	26
September.....	24	35	35	9	16	18	27	18	13	14	24
October.....	18	25	36	14	14	11	29	10	14	16	18
November.....	8	25	24	10	21	14	15	14	11	9	12
December.....	7	12	20	9	7	5	8	4	7	6	14
Year.....	229	352	401	195	196	225	232	147	132	158	257

Month	Number of Strikes and Lockouts in Existence During Month										
	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	14	14	33	26	17	13	14	19	10	9	18
February.....	9	21	31	20	17	19	21	14	10	16	20
March.....	13	18	27	14	23	30	21	15	11	22	29
April.....	35	20	37	12	15	30	29	18	18	24	22
May.....	34	32	40	25	15	36	47	22	23	28	40
June.....	32	55	59	23	13	36	33	29	28	27	53
July.....	29	68	39	23	27	47	29	26	29	34	36
August.....	35	59	50	26	27	46	38	31	20	27	44
September.....	29	43	38	9	17	37	42	31	25	23	35
October.....	23	26	38	14	18	27	48	22	22	25	33
November.....	12	26	28	12	24	20	29	21	22	19	22
December.....	9	15	22	11	13	10	15	12	15	14	21
Year.....	*231	*351	*402	*199	*197	*228	*236	*154	*137	*161	*259

Month	Number of Workers Involved in New Strikes and Lockouts										
	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	1,610	852	19,740	4,839	5,426	2,277	2,058	11,596	1,326	2,144	5,851
February.....	1,618	1,507	2,611	8,737	5,012	3,594	29,449	1,858	6,721	3,053	4,760
March.....	1,108	3,432	16,688	1,612	4,770	4,299	1,012	1,360	1,951	4,620	4,523
April.....	20,004	7,272	32,292	14,384	4,622	4,924	3,113	2,152	2,097	2,081	3,723
May.....	5,462	5,512	7,210	9,481	3,242	46,681	19,359	1,157	4,028	3,733	7,250
June.....	6,918	15,740	21,765	5,840	2,773	31,555	3,077	2,048	4,290	1,699	15,289
July.....	21,500	17,048	14,205	9,229	11,738	28,226	1,767	6,368	7,717	4,941	7,326
August.....	8,878	20,156	35,346	9,086	8,509	5,189	5,737	2,046	3,399	131,526	21,305
September.....	8,352	12,875	9,797	1,024	19,635	2,036	16,495	6,296	6,515	12,567	4,035
October.....	4,718	6,062	6,092	4,260	6,737	7,212	10,869	2,638	10,769	12,335	5,547
November.....	3,769	20,262	17,488	1,380	20,924	1,970	8,508	2,373	1,381	12,087	11,221
December.....	3,088	1,185	35,049	2,117	2,654	839	1,450	1,795	767	1,130	11,636
Year.....	87,025	111,903	218,284	71,989	96,042	138,794	102,885	41,687	50,952	191,916	102,466

Month	Number of Workers Involved in All Strikes and Lockouts in Existence										
	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	1,676	2,865	19,860	8,140	5,452	2,957	3,292	12,729	1,811	2,381	6,255
February.....	1,819	3,007	5,239	8,782	5,023	3,769	32,552	11,058	7,245	3,861	4,944
March.....	1,189	3,777	16,993	1,669	4,800	6,097	17,070	3,845	6,601	5,600	4,988
April.....	20,460	7,483	32,496	14,384	4,622	7,110	17,988	4,678	7,851	2,809	3,950
May.....	5,975	6,507	15,306	22,827	3,336	47,855	35,893	3,204	10,532	4,491	8,038
June.....	7,547	16,275	23,321	5,980	2,926	70,600	19,101	3,804	11,511	2,767	15,937
July.....	22,170	21,736	15,679	9,571	11,975	50,429	3,105	8,338	12,592	6,394	11,249
August.....	13,314	21,434	35,645	12,585	13,190	42,506	7,255	7,617	4,574	133,392	28,215
September.....	10,773	13,357	10,305	1,024	19,819	33,451	21,528	11,619	8,588	15,344	10,808
October.....	5,511	6,107	6,361	4,260	25,868	33,425	26,759	7,908	16,433	13,138	8,665
November.....	4,749	20,439	18,172	1,662	31,054	7,915	14,775	3,452	8,925	14,165	13,074
December.....	5,688	1,488	35,227	2,312	19,511	2,256	3,387	2,566	3,197	2,581	12,497
Year.....	*87,091	*113,916	*218,404	*75,290	*96,068	*139,473	*104,120	*42,820	*51,437	*192,153	*102,879

Month	Time Loss in Man-Working Days for All Strikes and Lockouts in Existence										
	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	3,508	46,635	166,715	23,658	31,937	18,948	28,504	135,935	9,710	38,588	16,988
February.....	7,426	24,141	24,301	39,888	6,656	11,891	198,214	140,130	71,652	24,871	20,103
March.....	3,670	21,632	30,822	2,831	8,709	45,856	378,580	57,133	136,317	25,041	16,960
April.....	77,036	20,869	103,936	15,994	23,533	45,764	365,687	51,269	138,931	15,272	10,199
May.....	22,397	17,780	47,229	126,386	6,738	566,410	366,070	39,754	173,925	24,471	35,167
June.....	39,284	41,593	142,917	9,528	5,138	933,876	168,737	34,337	141,197	29,692	128,510
July.....	48,859	53,498	65,632	26,023	45,497	915,911	23,769	77,588	58,005	50,880	119,598
August.....	33,569	49,951	240,493	120,283	41,122	870,694	51,758	110,625	36,276	1,054,013	226,622
September.....	82,463	37,808	37,598	800	184,556	657,711	273,947	112,759	67,953	37,503	117,480
October.....	19,693	26,926	25,639	7,139	419,212	392,247	400,114	88,595	69,992	30,766	55,467
November.....	41,764	103,355	103,566	5,080	422,673	33,278	119,701	17,000	135,690	49,477	38,810
December.....	54,545	6,044	52,350	12,526	261,619	23,804	22,259	20,765	24,039	8,465	115,835
Year.....	433,914	450,202	1,041,198	490,139	1,457,420	4,516,393	2,397,340	885,793	1,063,667	1,389,039	901,739

\* These figures relate to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.



TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved		Time Lost in Man- in- Working Days
							†Em- ployers	Work- ers	
LOGGING— Loggers.....	Menzies Bay, B C ..	Against dismissal of a faller for failure to bring in his saw from the bush	Return of workers pending further negotiations	Indefinite, see later strike	Feb 8.....	Feb 12.....	1	100	200
	Menzies Bay, B C ..	For reinstatement of a faller dismissed for failure to bring in his saw from bush, see previous strike	Negotiations.....	Workers.....	Mar 9.....	Mar 14.....	1	325	975
MINING— Coal— Coal miners.....	Lethbridge, Alta....	Protest by contract miners against pushing cars to coal face	Negotiations.....	Compromise.....	Dec. 21, 1950	Jan 30.....	2	364	7,200
	Drumheller, Alta....	Dispute over removal of dirt caused by coal cutting machine	Return of workers pending further negotiations and reference to an independent chairman	Employer.....	Feb 14.....	Feb 15.....	1	150	150
Coal miners.....	Alexo, Alta.....	For payment of guaranteed minimum wage to miners who fail to make minimum wages on contract work	Negotiations.....	Employer.....	Mar 19.....	Mar 27.....	1	72	350
Coal miners.....	Drumheller, Alta....	Protesting lay-off of miner for being absent without leave	Negotiations.....	Workers.....	Mar 29.....	Mar 30.....	1	168	168
Coal miners.....	River Hebert, N S.	Dispute re cleaning off wall before end of shift	Conciliation, civic, and negotiations	Employer.....	Apr 2.....	May 18.....	1	59	1,825
Coal miners.....	Springhill, N S.....	Misunderstanding over removal of one miner from longwall face resulting in dismissal of 13 miners	Return of workers pending reference to an umpire	Compromise, miners reinstated April 9, without pay for time lost	Apr 3.....	Apr 4.....	1	500	540
Coal miners.....	Drumheller, Alta....	Against dismissal of a miner for loading dirty coal	Return of workers pending negotiations and reference to an independent chairman	Employer.....	Apr 24.....	Apr 25.....	1	175	175
Coal miners.....	Sydney Mines, N S.	Dispute over dirt in coal.....	Return of workers.....	Employer.....	June 27.....	June 28.....	1	742	742
Coal miners.....	Drumheller, Alta....	Protest against hiring new motor-man instead of promoting driver	Return of workers.....	Employer.....	Aug 15.....	Aug 15.....	1	100	100

Coal miners.....	Thorburn, N S.....	Protesting dismissal of a miner for allegedly assaulting official	Negotiations.....	Indefinite, result not reported	Aug 27.....	1	200	350	1½
Coal miners.....	Nova Scotia.....	Dispute over working conditions..	Return of workers.....	Employers.....	Sept 4.....	.....	10,000	25,000	5
Coal miners.....	Aerial, Alta.....	Protest against working with a certain foreman	Return of workers pending negotiations	Employer.....	Oct 10.....	1	132	396	3
Coal miners.....	Glace Bay, N S.....	Dispute over cleaning off walls....	Return of workers.....	Employer.....	Nov 6.....	2	86*1	225	2½
Coal miners.....	Drumheller, Alta.....	Protest against working with a certain fireboss	Return of workers.....	Employer.....	Dec 11.....	1	168	168	1
Coal miners.....	Springhill, N S.....	Against suspension of two miners following dispute on longwall re local stone	Return of workers.....	Employer.....	Dec 20.....	1	1,339	2,600	2
Coal miners.....	Glace Bay, N S.....	Dispute re cleaning off wall. ....	Return of workers.....	Employer.....	Dec 21.....	2	70*2	140	2
							14,325	40,129	
<i>Other—</i>									
Gold, silver and lead miners	Premier, B C.....	For a new agreement providing for increased wages and pay for two statutory holidays following reference to conciliation board	Negotiations and further reference to conciliation board	Compromise.....	Feb 22.....	1	166	2,150	13
Smelter and refinery workers	Deloro, Ont.....	For a new agreement providing for increased wages, shift differential and extension of medical, hospitalization and vacation plans	Return of workers pending further negotiations	Compromise.....	June 5.....	1	200	100	½
Gold miners and mill-workers	Timmins, Ont.....	For a union agreement providing for increased wages and check-off following reference to conciliation board	Conciliation.....	Compromise, increase in wages granted	Sept 4.....	1	1,675*3	77,000	46
Iron ore miners.....	Bell Island, Nfld.....	For increased wages.....	Return of workers following 5-day penalty suspension	Employer.....	Aug 7, 14 and 21	3	1,650	13,000	8
Copper, gold and silver miners	Buchans, Nfld.....	Protesting suspension of certain miners for reporting late after Labour Day	Negotiations.....	Workers.....	Sept 6.....	1	800	4,400	5½
Gold miners.....	Timmins, Ont.....	For a new agreement providing for increased wages, check-off, extension of vacation, sickness and accident insurance plans, etc.	Negotiations.....	Compromise.....	Oct 29.....	1	248	5,940	24
Silver and lead miners and mill-workers	Alice Arm, B C.....	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week, and other changes following reference to conciliation board	Negotiations.....	Compromise.....	Oct 30.....	1	125	4,250	34
							4,864	106,840	

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved ††Em- ployers Work- ers	Time Loss in Man- Working Days	Dura- tion in Working Days
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Flour mill and bag factory workers	Port Colborne, Ont.	For a union agreement providing for increased wages, 44-hour week, cost-of-living escalator clause and union shop	Return of workers pending further negotiations	Compromise.....	Jan 19.....	Jan 20.....	2 450	700	1½
	Humberstone, Ont.	For a new agreement providing for increased wages and reduction in hours from 44 to 40 per week	Conciliation and negotia- tions	Compromise, increase in wages granted	Mar 2.....	Mar 16.....	1 165	1,270	8
	Bakery workers.....	For a new agreement providing for increased wages and reduced hours	Return of workers pending reference to conciliation board	Workers.....	Apr 2.....	Apr 12.....	5 70*4	630	9
	Bakery workers.....	For a new agreement providing for increased wages, night-shift differential and extension of vacation plan following reference to conciliation board	Conciliation and negotia- tions	Compromise.....	June 29.....	July 1.....	1 32*5	32	1
Flour mill workers.....	Kelowna, B.C.....	For increased wages.....	Conciliation.....	Compromise, cost-of-living bonus	Aug 6.....	Aug 6.....	1 87*6	30	3½
Biscuit factory work- ers	Vancouver, B.C.....	For a new agreement providing for increased wages and other changes following reference to conciliation board	Unterminated.....	.....	Nov 10.....	.....	1 101	3,900	39
<i>Tobacco and Liquors—</i> Tobacco factory workers	Hamilton, Ont.....	Protesting lay-off of 34 workers until new excise stamps available	Return of workers.....	Employer.....	Apr 12.....	Apr 16.....	1 382	600	1½
	Hamilton, Ont., Granby and Montreal, P.Q. §	For a new agreement providing for increased wages, 40-hour week with the same take-home pay as for 42 hours, payment for 12 statutory holidays, 3 weeks' vacation after 15 years, and pension fund following reference to conciliation board	Conciliation and negotia- tions	Compromise.....	Aug 14.....	Sept 25.....	4 \$3,690	\$103,100	29
Brewery workers.....	New Westminster, Vancouver and Victoria, B.C.	For a new agreement providing for increased wages following refer- ence to conciliation board	Negotiations.....	Compromise.....	Oct 24.....	Dec 10.....	4 421	13,500	33



Brewery workers. . . .	Ottawa, Waterloo and Windsor, Ont.	For new agreements providing for increased wages, payment for one additional statutory holiday, and other changes following reference to conciliation board	Negotiations. . . . .	Compromise. . . . .	Nov. 7. . . . .	Nov. 7. . . . .	6	700	700	1
								5,193	117,900	
<i>Rubber and Its Products (Including Synthetic) — Tire factory workers.</i>	Kitchener, Ont. . . . .	Dispute over one-day lay-off of eight tire builders while equipment repairs made	Return of workers. . . . .	Employer. . . . .	Jan. 19. . . . .	Jan. 22. . . . .	1	289 <sup>47</sup>	289	1
Tire factory workers.	Kitchener, Ont. . . . .	Protest against 3-day suspension of a curing press operator for negligence	Return of workers. . . . .	Employer. . . . .	Feb. 9. . . . .	Feb. 14. . . . .	1.	827 <sup>48</sup>	1,600	2
Tire factory workers.	Kitchener, Ont. . . . .	Protesting new method of payment for calendar operators	Return of workers pending conciliation	Indefinite, see later strike	Mar. 21. . . . .	Mar. 27. . . . .	1	150 <sup>49</sup>	350	2½
Tire factory workers.	Kitchener, Ont. . . . .	Protesting transfer of a worker, charged with faulty workmanship, to another department	Return of workers. . . . .	Employer. . . . .	May 11. . . . .	May 17. . . . .	1	1,160	4,200	3½
Tire factory workers.	Kitchener, Ont. . . . .	For transfer of workers objecting to new method of payment for calendar operators, see strike March 21-51	Negotiations. . . . .	Workers. . . . .	May 16. . . . .	May 21. . . . .	1	69	180	2½
Rubber factory workers	Bowmanville and New Toronto, Ont.	For increased wages. . . . .	Return of workers pending further negotiations	Compromise. . . . .	June 6. . . . .	June 25. . . . .	2	2,875	35,000	12½
Rubber and plastic factory workers	Oakville, Ont. . . . .	For increased wages. . . . .	Settlement to be negotiated during shut-down of plant for vacation period	Compromise. . . . .	June 20 and 28	June 20 and July 4	1	105 <sup>510</sup>	250	2½
Rubber factory workers	Kitchener, Ont. . . . .	To attend a union meeting. . . . .	Return of workers. . . . .	Employer. . . . .	June 21. . . . .	June 22. . . . .	3	2,292	600	1
Rubber factory workers	Hamilton, Ont. . . . .	For increased wages. . . . .	Negotiations. . . . .	Compromise. . . . .	July 10. . . . .	July 11. . . . .	1	1,384 <sup>511</sup>	700	1
Tire factory workers.	New Toronto, Ont.	Protesting suspension of two workers for refusal to work because of extreme heat	Return of workers. . . . .	Employer. . . . .	July 31. . . . .	Aug. 2. . . . .	1	113 <sup>512</sup>	175	1½
<i>Animal Foods—Fish packers. . . . .</i>	Yarmouth, N.S. . . . .	For increased wages. . . . .	Return of workers. . . . .	Employer. . . . .	May 18. . . . .	May 21. . . . .	1	6	15	2½
Packing plant workers	Brantford and Burford, Ont.	For a union agreement providing for increased wages, overtime rates, check-off, seniority, vacations with pay, and payment for eight statutory holidays	Conciliation board. . . . .	Compromise. . . . .	June 27. . . . .	July 3. . . . .	2	290	1,015	3½
								296	1,030	

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination <sup>†</sup>	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved	Time Lost in Man- working Days	Dura- tion in Working Days
MANUFACTURING— <i>Con- Boats and Shoes, Leather- Shoe factory workers.</i>	Quebec, P.Q.	For increased wages, piece rates...	Negotiations.	Workers.	Jan. 16.	Jan. 18.	1	152	2
	Quebec, P.Q.	For increased wages, piece rates...	Negotiations.	Workers.	Jan. 31.	Feb. 26.	1	1,675	2½
	Quebec, P.Q.	Protesting dismissal of a worker for failure to maintain quality of workmanship	Negotiations.	Compromise, worker rein- stated with- out seniority	Dec. 20.	Dec. 26.	1	46	1
							200	1,873	
<i>Fur, Leather and Other Animal Products— Handbag factory workers</i>	Montreal, P.Q.	Protest against disciplining one worker for absenteeism	Return of workers.	Employer.	Feb. 27.	Mar. 19.	1	380	16½
	Montreal, P.Q.	For a union agreement providing for increased wages following reference to conciliation and arbitration	Unterminated.		Aug. 30.		1	1,470	85
Fur factory workers.	Quebec, P.Q.	For a new agreement providing for increased wages following refer- ence to conciliation and arbitra- tion board	Conciliation.	Compromise.	Sept. 29.	Oct. 25.	47	4,865	17½
Fur factory workers.	Toronto, Ont.	Protest against sub-letting con- tracts	Negotiations.	Workers.	Oct. 5.	Oct. 15.	1	30	6
							333	6,745	
<i>Textiles, Clothing, etc.— Cotton and rayon underwear factory workers</i>	Sherbrooke, P.Q.	For a new agreement providing for increased wages following refer- ence to court of referees	Employment conditions no longer affected by the end of February	Indefinite.	May 11, 1950	†	1	600	42
	Whitby, Ont.	For a new agreement providing for increased wages and check-off following reference to conciliation board	Negotiations.	Compromise.	Feb. 26.	Mar. 5.	1	150	5
Pants factory workers	Ste Therese, P.Q.	For union recognition and alleged discrimination in dismissal of one worker	Negotiations.	Workers.	Mar. 5 and 12	Mar. 6 and 19	1	300	6

Sportswear factory workers	Toronto, Ont. ....	For a union agreement. ....	Negotiations and return of workers pending certification of union	Employer. ....	Mar. 6. ....	Mar. 20. ....	1	28	270	9 <sup>3</sup>
Silk and nylon factory workers	Galt and Mitchell, Ont. ....	For a new agreement providing for increased wages, elimination of wage differential between the two plants, and other changes following reference to conciliation board	Negotiations. ....	Compromise. ....	Mar. 19. ....	Mar. 26. ....	2	146	580	4
Silk and rayon factory workers	Dunnville, Ont. ....	Alleged discrimination in dismissal of four workers	Return of workers pending certification of union as bargaining agency	Workers. ....	Mar. 22. ....	Apr. 9. ....	1	20	220	11
Hosiery factory workers	Richelieu, P. Q. ....	Alleged discrimination in dismissal of one worker	Negotiations. ....	Employer. ....	Mar. 28. ....	Apr. 9. ....	1	30 <sup>*14</sup>	300	10
Hat and cap factory workers	Montreal, P. Q. ....	For union recognition and agreement following reference to arbitration board	Return of workers. ....	Employer. ....	Apr. 4. ....	Apr. 16. ....	1	5	40	8
Textile factory workers	Dunnville, Ont. ....	For a new agreement providing for increased wages, reduced hours, and other changes	Negotiations. ....	Compromise. ....	May 2. ....	July 11. ....	1	248	7,800	45 <sup>1</sup>
Uniform factory workers	Quebec, P. Q. ....	For increased wages. ....	Negotiations. ....	Partially successful	May 10. ....	May 14. ....	1	245	490	2
Textile factory card tenders	Welland, Ont. ....	Protest against increase in number of cards to be tended	Conciliation and reference to arbitration	Compromise, increase in wages	May 21. ....	June 5. ....	1	18 <sup>*15</sup>	180	10
Hosiery factory workers	Nicolet, P. Q. ....	For increased wages. ....	Reference to arbitration. ....	Workers. ....	May 29. ....	June 1. ....	1	7	28	4
Textile factory workers	St Johns, P. Q. ....	Protest against delay in payment of wages	Conciliation. ....	Workers. ....	June 4. ....	June 7. ....	1	59	177	3
Clothing factory workers	Toronto, Ont. ....	Protest against clause re sub-letting contracts for certain work in new agreement under negotiations	Negotiations. ....	Workers. ....	June 7. ....	June 13. ....	1	40	160	4
Clothing factory workers	Vancouver, B. C. ....	For a new agreement providing for increased wages and reinstatement of a worker, following reference to conciliation board	Negotiations. ....	Compromise. ....	June 14. ....	July 6. ....	1	29	400	15
Textile factory workers	Cornwall, Ont. ....	Protest against reduced earnings because of quality of stock	Return of workers pending further negotiations	Compromise, union-management committee appointed to study means of improving stock	June 18. ....	June 25. ....	1	342	1,600	5



TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved	Time Loss in Man- working Days	Dura- tion in Working Days
MANUFACTURING— <i>Con- Textiles, Clothing, etc. Conc.</i> Textile factory work- ers, weavers	Cornwall, Ont. ....	For reinstatement of a worker dis- ciplined for refusal to change method of doing job	Return of workers pending further negotiations	Compromise, worker rein- stated to carry out workelements in dispute	June 20. ....	June 25. ....	1	1,000	3½
	Cornwall, Ont. ....	To attend a union meeting. ....	Return of workers. ....	Employer. ....	June 22. ....	June 25. ....	1	400	1½
	Milltown, N B. ....	Dispute over new piece-work rates on plain and fancy warps	Return of workers pending further negotiations	Employer. ....	June 22. ....	June 26. ....	1	400	2
	Louiseville, P. Q. ....	For increased wages, piece rates...	Return of workers pending further negotiations	Indefinite, result not reported	July 19. ....	Aug. 6. ....	1	280	11½
Shirt factory workers	Montreal, P. Q. ....	Alleged discrimination in dismissal of five workers during dispute over union recognition	Replacement. ....	Employer. ....	Aug. 23. ....	Sept. 12. ....	1	700	13
Clothing factory workers	Toronto, Ont. ....	Protesting proposed reduction in piece-work rates	Negotiations. ....	Workers. ....	Nov. 27. ....	Dec. 11 to 14	1	900	12
Hosiery factory workers	Montreal, P. Q. ....	Protest against discharge of a worker for cause	Return of workers and replacement	Employer. ....	Dec. 7. ....	Dec. 27. ....	1	400	12
<i>Pulp, Paper and Paper Products—</i> Newsprint pulpwood unloaders	Port Alfred, P. Q. ...	For increased wages, piece rates...	Partial return of workers..	Employer. ....	June 1. ....	June 4. ....	1	100	2
	Port Alfred, P. Q. ...	For a union agreement providing for increased wages and other changes following reference to conciliation board	Conciliation and negotia- tions	Workers. ....	June 29. ....	Sept. 11. ....	1	1,080	50
Paper bag factory workers	Morrisburg, Ont. ....	For a new agreement providing for increased wages, cost-of-living escalator clause, and payment for three additional statutory holidays following reference to conciliation board	Negotiations. ....	Compromise. ....	Sept. 5. ....	Dec. 3. ....	2	18,000	62

Paper box workers	factory	Prescott, Ont.	For a new agreement providing for increased wages following refer- ence to conciliation board	Conciliation and negotia- tions	Compromise..... increase in wages granted, agreement to be negotiated	Nov 13.....	Dec 13.....	1	73	1,600	22
									462	21,380	
<i>Printing and Publishing— Bookbinders.....</i>		Toronto, Ont.	Protest against decision to elimi- nate union shop clause from memo- randum of agreement signed Feb. 16, 1951	Employment conditions no longer affected by the end of March	Indefinite.....	Feb 20.....	†	1	27	585	28
Printers, pressmen, etc		Truro, N S	For a new agreement providing for increased wages, union shop, vacations with pay, and pay for three statutory holidays	Negotiations.....	Compromise.....	Aug 7.....	Sept 11.....	1	39	1,000	26
									66	1,585	
<i>Miscellaneous Wood Pro- ducts— Saw and planing mill workers</i>		Stewiacke, N S	For increased wages.....	Negotiations.....	Partially suc- cessful	Mar 9.....	Mar 14.....	1	25 <sup>217</sup>	100	4
Furniture factory workers		Kitchener, Ont.	For union recognition and agree- ment providing for extension of vacation plan, payment for statu- tory holidays, overtime rates, sickness and accident insurance, following reference to conciliation board	Negotiations.....	Compromise.....	Mar 12.....	May 14.....	1	88	4,200	48½
Furniture factory workers		Waterloo, Ont.	Alleged discrimination in lay-off of 9 workers	Return of workers and replacement	Employer.....	Mar 14.....	Apr 23.....	1	31	800	30
Sash and door factory workers		St Joseph de Beauce, P Q	For a union agreement providing for increased wages, maintenance- of membership and check-off	Conciliation.....	Workers.....	Mar 15.....	Mar 19.....	1	95	285	3
Sash and door factory workers		Victoria, B C	For acceptance of master agree- ment providing for increased wages and cost-of-living bonus retroactive to March 1, 1951	Replacement.....	Employer.....	Apr 9.....	By June 15.	1	10	300	49
Lumber mill workers		Samia, Ont.	For a union agreement providing for increased wages, reduced hours and union security pending report of conciliation board	Return of workers pending negotiations	Workers.....	Apr 30.....	May 4.....	1	64	275	4½
Sawmill workers.....		Sault Ste Marie, Ont	Against dismissal of five workers allegedly for insufficient cause	Negotiations.....	Workers, all re- instated	May 7.....	May 22.....	1	145	1,600	11
Wood flooring factory workers		Beauceville West, P Q	For a new agreement providing for increased wages	Negotiations.....	Workers.....	May 7.....	June 5.....	1	20	460	23

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved		Time Loss in Man- Working Days	Dura- tion in Working Days
							††Em- ployers	Work- ers		
MANUFACTURING— <i>Con.</i> <i>Miscellaneous Wood Pro- ducts—Conc.</i> Sawmill workers.....	Ripples, N B.....	For reduced hours from 10 to 9 per day with the same take-home pay	Negotiations.....	Workers.....	May 11.....	May 14.....	1	25	50	2
	Regina, Sask.....	For a new agreement providing for increased wages, cumulative sick leave, and time of year for vacations	Conciliation.....	Compromise.....	May 28.....	June 21.....	2	69	1,320	19½
	La Tuque, P Q.....	For increased wages.....	Partial return of workers	Employer.....	June 5.....	By June 30..	1	90	500	18
Wood products fac- tory workers	Hespeler, Ont.....	Alleged discrimination in dismissal of 9 workers	Negotiations.....	Employer.....	June 7.....	By July 16..	1	18	400	2½
Plywood factory workers	Vancouver, B C.....	For a union agreement providing for increased wages following reference to conciliation board	Conciliation.....	Workers.....	June 19.....	Aug 6.....	1	25	810	32½
Planing and box fac- tory workers	Digby, N S.....	For union recognition and agree- ment	Conciliation and return of workers pending certifi- cation of union as bar- gaining agency	Workers.....	July 5.....	July 9.....	1	103	250	2½
Plywood factory workers	Quesnel, B C.....	For a union agreement providing for increased wages following reference to conciliation board	Negotiations.....	Workers.....	July 23.....	Sept 1.....	1	130*18	2,610	32
Lumber mill workers	Bathurst, N B.....	Alleged discrimination in lay-offs and promotions, for dismissal of a foreman and reinstatement of a worker to former job	Return of workers.....	Employer.....	July 30.....	Aug 6.....	2	125	750	6
Wood veneer factory workers	St Leonard d'Aston, P Q	For a union agreement providing for increased wages retroactive to April 30, 1951, time and one-half after 50 hours per week and other changes	Negotiations.....	Compromise, increase in wages	Aug 8.....	Aug 20.....	1	96	850	10
Plywood factory workers	Scotstown, P Q.....	For increased wages.....	Partial return of workers	Employer.....	Aug 13.....	Aug 20.....	1	169	775	5½



Furniture factory workers	Southampton, Ont.	For implementation of award of conciliation board providing for increased wages, voluntary check-off, seniority, two weeks vacations with pay and job classification in union agreement	Partial return of workers	Employer	Sept 10. ....	By Sept 28.	1	130	1,200	15
Basket factory workers	Grimsby, Ont.	For increased wages	Return of workers	Employer	Sept. 24. ....	Sept. 27. ....	1	100	300	3
Furniture factory workers	Nicolet, P Q	For a new agreement providing for increased wages and cost-of-living escalator clause	Unterminated		Sept 27. ....		1	46*19	2,150	66
Veneer and plywood factory workers	Woodstock, Ont.	For a new agreement providing for increased wages, cost-of-living escalator clause, time and one-half after nine hours, union shop, payment for an additional statutory holiday following reference to conciliation board	Negotiations	Compromise	Oct 2. ....	Nov 12. ....	1	234*20	7,780	27 1/2
Wood products factory workers	Woodstock, Ont.	Protest against processing logs for a struck plant	Negotiations	Workers	Oct 15. ....	Oct 17. ....	1	121	125	1
Sawmill workers	Wellington, B C	For a union agreement providing for increased wages	Negotiations	Compromise	Oct 29. ....	Nov 20. ....	1	8	124	16
Sawmill workers	Kelowna, B C	For a new agreement providing for increased wages following reference to conciliation board	Conciliation and negotiations	Compromise	Nov 22 and 23	Nov 22 and 23	1	400	200	3
					2,417	28,214				
<i>Metal Products (Ferrous) —</i> Can and canning equipment factory workers	Toronto and New Toronto, Ont	For inclusion of workers in Canadian plants in master agreement in effect in United States plants	Negotiations	Compromise, master agreement covering Canadian plants only	Jan 24. ....	Jan 26. ....	3	558	1,100	2
Farm implement factory workers	Toronto, Ont.	Protest against terms of new tentative agreement following provincial conciliation	Return of workers	Employer	Jan 31. ....	Feb 1. ....	1	3,000	375	1 1/2
Steel products factory workers	London, Toronto, Ont, Montreal, P Q and Winnipeg, Man §	For increased wages	Conciliation and negotiations	Compromise, increase in wage, plus cost-of-living escalator clause	Feb 2, 5, 6 and 13	Feb. 2, 5, 6 and 19	5	\$2,350	\$9,400	4
Foundry and machine shop workers	Toronto, Ont.	For settlement of grievance re method of weighing materials on moulding conveyor	Return of workers	Employer	Feb 8. ....	Feb 13. ....	1	392	880	21
Refrigerator factory workers	Brantford, Ont.	Inter-union dispute re bargaining agency	Conciliation and return of workers pending vote re union affiliation	Workers	Feb 13. ....	Mar 16. ....	2	200	4,600	23

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved		Time Loss in Man- working Days	Dura- tion in Working Days
							††Em- ployers	Work- ers		
MANUFACTURING— <i>Con.</i> <i>Metal Products</i> <i>(Fergus)—Con.</i>	Hamilton, Ont. ....	Protest against suspension of a worker following disagreement with foreman	Conciliation. ....	Employer. ....	Feb 28. ....	Mar 7. ....	1	19	90	4½
	Vancouver, B C. ....	Protest against foreman doing me- chanical work	Return of workers and replacement	Employer. ....	Mar 7. ....	Mar 14. ....	1	14	70	5
	Windsor, Ont. ....	Protest against alleged excessive fines in body-paint division	Negotiations. ....	Employer. ....	Mar 19. ....	Mar 27. ....	1	25*21	150	6
	Windsor, Ont. ....	For employment of an extra helper in stock department	Return of workers. ....	Employer. ....	Mar 30. ....	Apr 2. ....	1	200*22	125	4½
	Windsor, Ont. ....	Protest against alleged excessive fines in body-paint division	Negotiations. ....	Employer. ....	Apr 2. ....	Apr 3. ....	1	260	180	3½
	Ingersoll, Ont. ....	For increased wages. ....	Return of workers pending further negotiations	Compromise, cost-of-living bonus granted	Apr 2. ....	Apr 6. ....	1	325	1,200	4
	Windsor, Ont. ....	Protesting alleged bad ventilation in paint spray department	Return of workers. ....	Employer. ....	Apr 11. ....	Apr 11. ....	1	1,143	330	1½
	Windsor, Ont. ....	Dispute over rest period. ....	Return of workers. ....	Employer. ....	Apr 18. ....	Apr 19. ....	1	25*23	12	1½
	Hamilton, Ont. ....	Alleged discrimination in lay-off of four workers	Negotiations. ....	Workers. ....	Apr 25. ....	May 14. ....	1	19*24	246	13
	Toronto, Ont. ....	For a new agreement providing for increased wages, reduced hours, cost-of-living escalator clause, and annual improvement factor	Return of workers pending reference to conciliation	Compromise. ....	Apr 30. ....	May 2. ....	1	360	700	2
	Toronto, Ont. ....	For a new agreement providing for increased wages	Negotiations. ....	Compromise. ....	May 1. ....	Aug 7. ....	1	405	8,200	68
	Toronto, Ont. ....	For increased wages. ....	Return of workers and replacement	Employer. ....	May 2. ....	May 4. ....	1	63	155	2½
	Fergus, Ont. ....	For increased wages. ....	Negotiations. ....	Compromise. ....	May 4. ....	May 4. ....	1	600	150	1½

Radiator factory workers	Plessisville, P. Q. ....	For payment of time and one-half for hour between six and seven a.m., following reference to arbitration	Conciliation. ....	Compromise, increase in wages and cost-of-living bonus	May 11. ....	Aug 23. ....	1	90	3,850	80
Motor vehicle factory workers	Windsor, Ont. ....	Protesting discharge of a worker.	Return of workers. ....	Employer. ....	May 14. ....	May 14. ....	1	1,478	190	1
Structural steel fabricators	Windsor, Ont. ....	For increased wages. ....	Negotiations. ....	Workers. ....	May 16. ....	May 29. ....	2	500	3,300	8
Auto body factory workers	Windsor, Ont. ....	Protest against discharge of a probationary worker and for settlement of various grievances	Negotiations. ....	Employer. ....	May 29. ....	May 31. ....	1	300	300	1
Refrigerator factory workers	London, Ont. ....	Dissatisfaction with piece-rate earnings	Negotiations. ....	Compromise. ....	May 30. ....	June 4. ....	1	38 <sup>23</sup>	93	2½
Truck and trailer body factory workers	Weston and Swansea, Ont. ....	Protest against suspension of 9 workers for leaving jobs to buy soft drinks when privilege of vendor to enter plant cut off	Return of workers. ....	Employer. ....	June 4. ....	June 8. ....	2	349	1,200	3½
Metal products factory workers	Fergus, Ont. ....	For increased wages following reference to conciliation board	Negotiations. ....	Compromise. ....	June 4. ....	June 11. ....	1	654	2,780	4½
Sewing machine factory workers	St. Johns, P. Q. ....	For a new agreement providing for increased wages, improved seniority and revision of job timing following reference to conciliation and arbitration	Conciliation. ....	Compromise. ....	June 6. ....	Sept 4. ....	1	2,400	135,000	62
Automotive parts factory workers	Oshawa, Ont. ....	Alleged slow-down pending decision of arbitration board re maintenance of new production schedule	Negotiations and return of workers	Employer. ....	June 7. ....	July 11. ....	1	140	2,700	22½
Screw and gear factory workers	Toronto, Ont. ....	For a new agreement providing for reduction in hours, from 45 to 40 per week with same take-home pay, and increased wages following reference to conciliation	Negotiations. ....	Workers, 40-hour week effective Oct 29	June 12. ....	June 24. ....	1	1,675	14,000	8½
Structural steel fabricators	London and Port Robinson, Ont	For a new agreement covering both plants providing for increased wages, 40-hour week, union shop, extension of vacation plan, and pay for additional statutory holidays	Negotiations. ....	Compromise. ....	June 28. ....	July 13 and 17	2	255	2,855	12
Axle forgers and turners	Trenton, N.S. ....	Interpretation of "continuous operation" in the axle department	Return of workers pending reference to a commissioner	Employer. ....	July 3. ....	July 9. ....	1	100 <sup>26</sup>	500	5
Steel mill workers. ....	Sydney, N.S. ....	Eighty-two sporadic work stoppages for increased wages	Return of workers following one-week suspensions	Employer. ....	July 18. ....	By Oct. 2. ....	1	2,899	7,500	...



TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							††Em- ployers	Work- ers		
MANUFACTURING—										
<i>Conc.</i> <i>Metal Products</i> <i>(Ferrous)—Conc.</i> Foundry workers....	Sarnia, Ont.....	Protesting alleged speed-up in production schedule	Conciliation.....	Compromise.....	Aug. 21.....	Oct. 29.....	1	250	11,500	46½
Foundry workers....	Port Colborne, Ont.	Dispute over revision of piece-work rates	Return of workers.....	Employer.....	Aug. 23.....	Aug. 29.....	1	177	700	4
Steel mill maintenance men	Sault Ste. Marie, Ont.	Dispute re job evaluation.....	Negotiations.....	Workers.....	Aug. 27.....	Aug. 31.....	1	1,300	6,500	5
Motor vehicle factory workers, cushion department	Windsor, Ont.....	Dispute re grievance procedure.....	Return of workers.....	Employer.....	Sept. 6.....	Sept. 7.....	1	90*27	80	1
Machinists.....	Woodstock, Ont.....	Alleged discrimination and infringement of seniority in lay-off of one worker	Negotiations.....	Workers.....	Sept. 7.....	Sept. 19.....	1	11	88	8
Hardware factory workers	Hamilton, Ont.....	For a new agreement providing for increased wages and reduction in hours from 45 to 40 per week with the same take-home pay	Conciliation.....	Compromise.....	Sept. 11.....	Nov. 5.....	1	393	14,780	38
Foundry workers....	Trenton, N.S.....	Protesting dismissal of a worker for cause	Negotiations.....	Workers.....	Sept. 21.....	Sept. 26.....	1	81	200	3
Motor vehicle factory workers	Windsor, Ont.....	Protesting two-day suspension of an axle assembly worker	Return of workers.....	Employer.....	Sept. 25.....	Sept. 26.....	1	114	122	1
Motor vehicle factory office workers	Windsor, Ont.....	Protesting dismissal of one worker and demotion of two others	Return of workers pending reference to arbitration	Employer.....	Oct. 1.....	Oct. 9.....	1	1,106	4,400	4
Motor vehicle factory workers	Windsor, Ont.....	Dispute re payment of wages following strike of office workers	Return of workers.....	Employer.....	Oct. 5.....	Oct. 5.....	1	1,485	46	½
Furnace factory workers	Ingersoll, Ont.....	Misunderstanding re lack of heat in furnace department	Negotiations.....	Employer.....	Oct. 10.....	Oct. 12.....	1	40*28	80	2
Motor vehicle factory workers	Windsor, Ont.....	Ten sporadic stoppages against working overtime when other workers laid-off	Return of workers.....	Employer.....	Oct. 13.....	By Nov. 11	1	4,000	3,500	1
Steel products factory workers	Montreal, P.Q.....	Protest against two-week suspension of a worker in dispute re certified bargaining agency	Return of workers.....	Employers.....	Oct. 16.....	Oct. 16.....	3	1,070	1,070	1

Bus body factory workers	Ste. Claire, P.Q.	Alleged discrimination in dismissal of a foreman during negotiations for a union agreement	Negotiations.	Workers	Oct. 24.....	Oct. 29.....	1	94**9	280	3
Motor vehicle factory workers	Windsor, Ont.	Protesting alleged poor ventilation in prime spray booth	Return of workers.	Employer.	Nov. 20.....	Nov. 20.....	1	839	300	3
Motor vehicle factory workers	Windsor, Ont.	Protesting alleged delay in receiving report of conciliation board re new agreement under negotiations	Return of workers.	Indefinite, see later strike	Nov. 29 and 30	Nov. 29 and 30	1	4,808	1,450	3
Motor vehicle factory workers	Windsor, Ont.	Protesting dismissal of 26 workers for allegedly inciting work stoppages	Return of workers pending reference to arbitration	Indefinite, settlement not reached by end of year	Dec. 3.....	Dec. 14 to 26	1	8,880**20	100,000	154
Metal factory workers	Weston, Ont.	For a new agreement providing for increased wages and reduced hours following reference to conciliation board	Unterminated.		Dec. 14.....		1	309	3,090	10
Open hearth steel mill workers	Sault Ste. Marie, Ont.	Sympathy with striking employees of scrap-metal supplier	Return of workers.	Employer.	Dec. 20.....	Dec. 21.....	1	400	400	1
<i>Metal Products (Non-Ferrous)—</i> Brass and copper factory workers	New Toronto, Ont.	For a new agreement providing for increased wages, 40-hour week with the same take-home pay as for 44-48 hours, Rand formula for union dues, and payment for all statutory holidays	Conciliation.	Compromise.	Jan. 19.....	Jan. 26.....	1	975	5,850	6
								46,283	350,817	
Electrical apparatus factory workers	Montreal, P.Q.	Protest against certification of another union	Return of workers.	Employer.	Feb. 6.....	Feb. 6.....	1	264	190	3
Metal alloy factory workers	Beauharnois, P.Q.	For dismissal of three key men following dispute over changes in operations	Return of workers.	Employer.	Mar. 13.....	Mar. 13.....	1	561	210	3
Dry battery factory workers	Toronto, Ont.	For increased wages and cost-of-living bonus	Deemed terminated by UIC Court of Referees	Indefinite.	Apr. 24.....	Aug. 3.....	1	131	8,500	713
Electrical apparatus factory office workers	Peterborough, Ont.	Alleged delay in negotiations for a union agreement providing for increased wages, cost-of-living bonus, and overtime rates	Negotiations.	Compromise.	May 2 and 9	May 7 and 11	1	250	1,080	43
Electrical apparatus factory office workers	Toronto, Ont.	Alleged delay in negotiations for a union agreement providing for increased wages, cost-of-living bonus, and overtime rates	Negotiations.	Compromise.	May 3 and 8	May 7 and 11	1	150	525	34

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved		Time Lost in Man- Working Days	Dura- tion in Working Days
							Em- ployers	Work- ers		
MANUFACTURING—										
<i>Conc.</i> <i>Metal Products</i> ) <i>Non- Ferrous</i> )— <i>Conc.</i> Aluminum plant workers	Shawinigan Falls, P.Q.	Dispute re grievance procedure, job evaluation and seniority rights in new agreement under negotia- tions following reference to arbitra- tion board	Conciliation and negotia- tions	Compromise.....	Aug. 24.....	Oct. 8.....	2	950	33,500	37
Storage battery fac- tory workers	Vancouver, B.C.....	For implementation of award of conciliation board re union securi- ty and extension of vacation plan in new agreement under negotia- tions	Conciliation.....	Compromise.....	Sept. 27.....	Oct. 4.....	1	13*31	80	5½
Electrical apparatus factory workers	Brantford, Ont.....	Alleged discrimination in dismissal of a worker during negotiations for a new agreement	Negotiations.....	Workers, worker reinstated	Oct. 5.....	Oct. 15.....	2	30	120	4
Electrical apparatus foundry workers	Toronto, Ont.....	Protest against time study of cer- tain operations	Return of workers follow- ing 8-day suspensions	Employer.....	Nov. 13, 16 and 20	Nov. 16, 20 and 26	1	85	700	9
Jewellery factory workers	Toronto, Ont.....	For a new agreement providing for payment of six additional statu- tory holidays	Unterminated.....	.....	Dec. 3.....	.....	1	4	80	20
Welders.....	Peterborough, Ont..	Protesting suspension of four weld- ers for refusal to work at rates in new classification	Unterminated.....	.....	Dec. 11.....	.....	1	21	250	12
<i>Shipbuilding—</i> Shipyard workers....	Saint John, N.B.....	For a new agreement providing for increased wages, cost-of-living escalator clause, payment for statutory holidays, union securi- ty, and changes in working con- ditions, following reference to conciliation and a commissioner	Negotiations.....	Workers.....	June 20.....	July 11.....	1	330*32	4,900	15
									3,434	51,085
Shipyard workers....	Esquimalt and Victoria, B.C.	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations	Conciliation and negotia- tions	Compromise.....	Sept. 26.....	Oct. 22.....	4	505*33	7,400	17



Shipyard workers.....	New Westminster and Vancouver, B.C.	Inter-union dispute following de-certification of one union for refusal of members to work overtime	Deemed terminated Nov. 24, by virtue of decision of Supreme Court of B.C.	Employer.....	Sept. 27.....	By Nov. 24.....	3	33	1,326	41
Shipyard workers.....	Pictou, N.S.....	Protesting refusal of Nova Scotia Labour Relations Board to certify a certain union and alleged discrimination in dismissal of eight workers	Negotiations.....	Compromise, any certified union to be recognized, eight workers reinstated	Dec. 11.....	Dec. 15.....	1	230	860	3 $\frac{1}{2}$
<i>Non-metallic Minerals, Chemicals, etc.</i> Rock wool insulation factory workers	Burdick, Sask.....	Protest against lay-off of a worker following demands for increased wages	Negotiations.....	Compromise on wage increase	Feb. 20.....	Feb. 27.....	1	10	45	4 $\frac{1}{2}$
								75	145	2
Fibrous glass factory workers	Sarnia, Ont.....	For a new agreement providing for increased wages	Negotiations.....	Compromise, wages and cost-of-living escalator clause	Mar. 3.....	Mar. 14.....	1			
Marble finishers.....	Peterborough, Ont.....	Alleged violation of seniority in promotion of one worker to job of foreman	Return of workers and replacement	Employer.....	May 22.....	By June 20.....	1	26	450	20
Brick and tile factory workers	Medicine Hat, Alta.....	Protest against voluntary separation of one worker	Return of workers.....	Employers.....	June 12.....	June 19.....	3	80	175	2 $\frac{1}{2}$
Brick factory workers	Boischatel, P.Q.....	Dispute over work on conveyor belt	Conciliation.....	Compromise, men given other jobs	June 22.....	June 29.....	1	9	40	5
Oil refinery workers.....	Vancouver, B.C.....	For a new agreement providing for increased wages, closed shop, and extension of vacation plan following reference to conciliation board	Conciliation and negotiations	Compromise.....	July 4.....	July 21.....	1	235	2,900	12 $\frac{1}{2}$
Plastic products factory workers	London, Ont.....	Alleged discrimination in dismissal of four workers during negotiations for union agreement	Called off by union.....	Employer.....	July 25.....	By Oct. 31.....	1	42	2,100	6 $\frac{1}{2}$
Chemical factory workers	Amherstburg, Ont.....	Protest against decision of arbitration board	Return of workers.....	Employer.....	Nov. 22.....	Nov. 26.....	1	175	350	2
<i>Miscellaneous Products—Furniture and clothing factory workers</i>	Victoria, B.C.....	For implementation of unanimous award of conciliation board for increased wages in union agreement under negotiations	Negotiations.....	Workers.....	Jan. 26.....	Mar. 1.....	2	51	1,300	26
								652	6,205	

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved		Time Lost in Man- Working Days	Dura- tion in Working Days
							††Em- ployers	Work- ers		
<b>MANUFACTURING—</b>										
<i>Conc.</i>										
<i>Miscellaneous Products—</i>										
Metal furniture fac- tory workers	Vancouver, B.C.	For a union agreement providing for increased wages and other changes following reference to conciliation board	Conciliation.	Compromise.	June 19.	July 4.	2	3	30	10
Sporting goods fac- tory workers	Brantford, Ont.	Protest against new method and piece rates for covering base balls	Return of workers.	Employer.	June 25.	July 3.	1	28	135	5
Mattress factory workers	Toronto, Ont.	For a union agreement providing for increased wages following reference to conciliation board	Negotiations.	Workers.	Sept. 10.	Sept. 12.	1	5	10	2
Upholsterers.	Montreal, P.Q.	For a new agreement providing for increased wages following refer- ence to conciliation and arbitra- tion	Replacement.	Employer.	Sept. 14.	Sept. 24.	1	8	48	6
<b>CONSTRUCTION—</b>										
<i>Buildings and Structures—</i>										
Plumbers.	Belleville, Ont.	For a new agreement providing for increased wages	Negotiations.	Workers.	Jan. 18.	Jan. 19.	6	35**	35	1
Steel erectors.	Toronto, Ont.	Inter-union dispute—protest against working with carpenters of another affiliation	Return of workers.	Indefinite, car- penters removed temporarily	Jan. 24.	Jan. 30.	1	8	32	4
Carpenters.	Fort William and Port Arthur, Ont.	Jurisdictional dispute as to whether metal sheeting should be applied by carpenters or sheet metal workers	Return of workers pending reference to arbitration board	Indefinite	Jan. 29.	Feb. 22.	5	40	720	18
Labourers.	Hamilton, Ont.	For increased wages.	Return of workers.	Employer.	Feb. 2.	Feb. 3.	1	40	20	1
Painters, decorators and paperhangers	London, Ont.	For union shop clause in union agree- ment under negotiations	Negotiations.	Employer.	Feb. 16.	Feb. 21.	16	100	300	3
Carpenters.	Toronto, Ont.	Jurisdictional dispute as to whether labourers or carpenters should erect forms for poured concrete floors	Negotiations.	Compromise, work to be done on a 50-50 basis	Mar. 8.	Mar. 19.	1	24	155	6½

Bricklayers.....	Windsor, Ont.....	For a new agreement providing for increased wages	Negotiations.....	Compromise.....	May 1.....	May 22.....	200.....	3,000.....	15.....
Building trades workers.....	Windsor, Ont.....	Altercation with plant guard over one worker's badge	Negotiations.....	Workers, guard suspended for seven days	May 4.....	May 7.....	1.....	700.....	3.....
Building trades workers.....	Parent, P.Q.....	For increased wages.....	Negotiations and replacement	Partially successful	May 7.....	May 8.....	1.....	100.....	1.....
Carpenters.....	Charlottetown, P.E.I.....	For increased wages and reduced hours	Return of workers.....	Employer.....	May 19.....	May 28.....	1.....	30.....	6.....
Carpenters.....	Sydney, Glace Bay, New Waterford and North Side, N.S.....	For a new agreement providing for increased wages	Negotiations.....	Workers.....	June 1.....	Aug. 20.....	300.....	14,250.....	55.....
Labourers.....	Windsor, Ont.....	For a new agreement providing for increased wages and reduction in hours from 48 to 45 per week with same take-home pay	Conciliation.....	Compromise.....	June 2.....	June 7.....	600.....	2,000.....	33.....
Carpenters.....	Corner Brook, Nfld.....	For increased wages and reduction in hours from 60 to 54 per week	Conciliation and negotiations	Workers.....	June 16.....	June 19.....	1.....	36 <sup>48</sup> .....	2.....
Plumbers, pipefitters, steamfitters, etc.....	New Westminster and Vancouver, B.C.....	Dispute re city boundaries and paid travelling time following reference to conciliation board	Negotiations.....	Compromise.....	July 10.....	Aug. 2.....	52.....	400.....	17.....
Carpenters.....	Kamloops, Kelowna, Penticton and Vernon, B.C.....	For a new agreement providing for increased wages following reference to conciliation board	Conciliation and negotiations	Workers.....	July 16.....	Aug. 13.....	35.....	200.....	20.....
Electricians and helpers.....	Toronto, Ont.....	For a new agreement providing for increased wages and pay by the week following reference to conciliation board	Negotiations.....	Compromise.....	July 16.....	Aug. 20.....	58.....	1,000.....	24.....
Labourers.....	Sarnia, Ont.....	Protesting lay-off of labourers without cause	Conciliation and negotiations	Workers.....	July 24.....	July 27.....	1.....	125.....	3.....
Asbestos insulation workers.....	Montreal, P.Q.....	For a new agreement providing for increased wages and travelling time outside city limits	Negotiations.....	Workers.....	Aug. 1.....	Aug. 22.....	13.....	250.....	13.....
Construction workers.....	Froomfield, Ont.....	Alleged discrimination in lay-off of eight union truckers	Negotiations.....	Compromise, union truckers to be given preference	Aug. 16.....	Aug. 20.....	1.....	566.....	2.....
Sheet metal workers.....	Windsor, Ont.....	Refusal to work on job with non-union spray-paint equipment installed	Spray-paint equipment installation suspended until completion of sheet metal work	Indefinite.....	Aug. 22.....	Aug. 22.....	1.....	20.....	3.....
Painters and decorators.....	Kitchener, Ont.....	For increased wages.....	Return of workers.....	Employer.....	Sept. 4.....	Sept. 12.....	1.....	12.....	6.....





Hydro conversion warehousemen and stockkeepers	London, Ont.....	For local negotiations for union agreement providing for increas- ed wages, union shop, check-off, extension of vacation plan, etc.	Negotiations.....	Compromise.....	Sept. 25.....	Sept. 29.....	1	31	115	3 $\frac{1}{2}$
							282	625		
TRANSPORTATION AND PUBLIC UTILITIES <i>Steam Railways—</i> Extra gang labourers.	New Glasgow, N.S.	For a greater increase in wages and reduced hours from 60 to 58 per per week	Return of workers and replacement	Employer.....	Sept. 6.....	Sept. 8.....	1	28	56	2
							28	56		
<i>Electric Railways and Local Bus Lines—</i> Bus drivers.....	Hull, P. Q.....	For a new agreement providing for increased wages retroactive to Feb. 15, 1951 (expiry date of agreement), overtime rates after nine hours and union shop follow- ing reference to conciliation board	Conciliation.....	Compromise.....	July 27.....	Aug. 4.....	1	60	400	7
Bus drivers.....	Windsor, Ont.....	Protesting dismissal of eight work- ers for cause	Return of workers pending reference to arbitration	Partially suc- cessful, three workers rein- stated	Dec. 1.....	Dec. 1.....	1	35 <sup>*39</sup>	25	3
							95	425		
<i>Other Local and Highway Transport—</i> Bus drivers.....	Chilliwack, B.C.....	For union recognition and agree- ment providing for increased wages and reduced hours, with definite working schedule	Conciliation and return of workers pending settle- ment	Compromise.....	May 11.....	May 23.....	1	6	55	9 $\frac{1}{2}$
Truck drivers and garagemen	Oshawa, Ont.....	Misunderstanding over recognition of grievance committee	Negotiations.....	Employer.....	May 27.....	May 29.....	1	85	135	1 $\frac{1}{2}$
Truck drivers.....	Watford, Ont.....	For a union agreement providing for payment on a mileage basis instead of weekly salary	Negotiations.....	Workers.....	June 13.....	June 16.....	1	25 <sup>*40</sup>	75	3
Truck drivers.....	Brantford and Toronto, Ont.	Alleged delay in negotiations for a union agreement	Return of workers pending reference to conciliation	Workers.....	July 12.....	July 13.....	1	30 <sup>*41</sup>	30	1
Bus drivers.....	Vancouver, B.C.....	For a new agreement providing for increased wages following refer- ence to conciliation board	Negotiations.....	Compromise.....	Aug. 2.....	Aug. 2.....	1	205	75	3
Truck drivers.....	Toronto, Ont.....	For union recognition and agree- ment providing for increased wages	Negotiations.....	Workers.....	Aug. 29.....	Aug. 30.....	1	15	18	1 $\frac{1}{2}$
Truck drivers.....	Windsor, Ont.....	Protesting dismissal of a worker for cause	Negotiations.....	Employer.....	Dec. 10.....	Dec. 11.....	1	31	56	1 $\frac{1}{2}$
							397	454		

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved ††Em- ployers Work- ers	Time Loss in Man- working Days	Dura- tion in Working Days
TRANSPORTATION AND PUBLIC UTILITIES— <i>Cont.</i> <i>Water Transport—</i> River pilots.....	Montreal, Three Rivers and Que- bec, P.Q.	For licensing of five additional pilots	Conciliation, federal.....	Workers.....	Oct. 25.....	Oct. 26.....	1 77	115	1½
							77	115	
<i>Air Transport—</i> Pilots, mechanics, etc.	Prince Albert, Sask.	For reinstatement of a pilot dismis- sed for alleged unsatisfactory safety record	Negotiations and return of workers pending refer- ence to Board of Inquiry	Indefinite, set- tlement not reached by end of year	July 5.....	July 18.....	1 58	550	10
							58	550	
<i>Electricity and Gas—</i> Power linemen and groundmen	Kelowna, B.C.....	For increased wages.....	Employment conditions no longer affected by the end of September	Indefinite.....	Aug. 7.....	By Sept. 29.	1 9	200	4½
							9	200	
TRADE— Milk salesmen.....	Timmins, Ont.....	Protest against discharge of a union worker	Negotiations.....	Workers.....	Jan. 13.....	Jan. 15.....	1 11	11	1
Wholesale auto parts distribution work- ers	Chatham, Ont.....	Protesting two-day suspension of one female worker for cause	Return of workers.....	Employer.....	Jan. 16.....	Jan. 17.....	2 175	130	¾
Brewery warehouse and retail stores workers	Windsor, Ont.....	Alleged delay in negotiations for a new agreement providing for increased wages pending report of conciliation board	Return of workers pending settlement	Indefinite, see later strike	Feb. 10.....	Feb. 12.....	8 62	62	1
Milk salesmen and dairy workers	Toronto, Ont.....	For a new agreement providing for increased wages retroactive to Oct. 1, 1950, following reference to conciliation board	Conciliation.....	Compromise, increase retro- active to Dec. 15, 1950	Mar. 21.....	Mar. 23.....	15 2,165	4,300	2
Wholesale grocery warehouse workers	Sault Ste. Marie, Ont.	Alleged discrimination in dismissal of one worker	Return of workers pending reference to Ontario La- bour Relations Board	Employer.....	Mar. 24.....	Apr. 2.....	1 7	42	6



Brewery warehouse and retail stores workers	Windsor, Ont. ....	For a new agreement providing for increased wages or increased wages plus cost-of-living bonus following reference to conciliation board	Negotiations .....	Compromise, increased wages with retroactive pay plus cost-of living bonus	Apr. 20 .....	Apr. 26 .....	8	65	390	6
Brewery warehouse and retail stores workers	Windsor, Ont. ....	Protesting delay in receiving increased wages and retroactive pay, pending settlement of minor grievances in final draft of new agreement, see strike Apr. 20	Negotiations .....	Workers .....	May 5 .....	May 9 .....	10	65	190	3
Dairy workers and route salesmen	Welland, Ont. ....	For reinstatement of two routemen following mishaps	Negotiations .....	Compromise, workers to be reinstated within two weeks	May 23 .....	May 23 .....	1	17	17	1
Glass jobbers .....	Hamilton, Ont. ....	For a union agreement providing for increased wages following reference to conciliation board	Negotiations and return of workers	Compromise, increase in wages without agreement	June 12 .....	July 9 and 16	2	44	900	22½
Dairy workers and routemen	Oshawa, Ont. ....	For a new agreement providing for reduction in hours from 48 to 40 per week with the same take-home pay, union shop and extension of vacation plan following reference to conciliation board	Negotiations .....	Compromise .....	June 15 .....	June 23 .....	1	40	320	8
Ice plant workers .....	Flin Flon, Man. ....	For a union agreement providing for increased wages	Replacement .....	Employer .....	Aug. 16 .....	Aug. 22 .....	1	6	30	5
Dairy route salesmen	Montreal, P.Q. ....	For repudiation of agreement signed with one union and for affiliation with another	Reference to Quebec Labour Relations Board	Employer, work resumed under terms of signed contract	Aug. 23 .....	Aug. 25 .....	1	130	260	2
Hardware jobbers....	Saskatoon, Sask. ....	For a new agreement providing for increased wages, cost-of-living escalator clause, union shop, check-off, seniority, job reclassification and cumulative sick leave	Conciliation and negotiations	Compromise .....	Sept. 25 .....	Oct. 16 .....	1	55	850	15½
Brewery warehouse workers	Windsor, Ont. ....	Protest against discharge of a worker for cause	Return of workers pending reference to arbitration	Workers .....	Nov. 24 .....	Nov. 26 .....	8	45	45	1
Scrap metal workers.	Sault Ste. Marie, Ont.	Alleged discrimination in dismissal of two workers during union organization	Conciliation .....	Workers .....	Dec. 14 .....	Dec. 21 .....	1	70	400	6
								2,957	7,947	

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1951—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination†	Result— in Favour of Employer, Workers, etc.	Date of Commence- ment	Date of Resumption of Work	Number Involved		Time Lost in Man- working Days	Dura- tion in Working Days
							Em- ployers	Work- ers		
SERVICE— <i>Public Administration</i> — Hospital maids.....	Toronto, Ont.....	For increased wages and provision for sick leave	Negotiations.....	Compromise.....	Apr. 5.....	Apr. 5.....	1	130*12	16	1
	Alexandria, Ont.....	For increased wages.....	Negotiations.....	Compromise.....	June 13.....	June 15.....	1	9	18	2
	Welland, Ont.....	For dismissal of a foreman and protesting dismissal of a worker for cause	Return of workers.....	Employer.....	Aug. 22.....	Aug. 24.....	1	20	40	2
	Lunenburg, N.S.....	For increased wages.....	Negotiations.....	Compromise.....	Oct. 6.....	Oct. 12.....	1	16	90	6
<i>Business and Personal</i> — Hotel employees.....	Windsor, Ont.....	For a closed shop clause in new agreement under negotiations	Negotiations.....	Workers.....	Jan. 6.....	Jan. 10.....	1	16	50	34
	Windsor, Ont.....	Dissatisfaction with split shifts....	Conciliation.....	Compromise, increase in wages and bonuses	Jan. 26.....	Feb. 1.....	1	72	280	4
Hotel employees.....	Windsor, Ont.....	For a union agreement providing for increased wages	Replacement.....	Employer.....	Mar. 12.....	May 12.....	1	58	2,500	51½
	London, Ont.....	For union recognition and agree- ment providing for increased wages, overtime rates, pay for statutory holidays, etc., follow- ing reference to conciliation board	Partial return of workers..	Employer.....	May 1.....	June 11.....	1	9	230	30
Auto and truck sales and service workers	Vancouver, B.C.....	For a new agreement providing for increased wages, check-off, union shop, etc., following reference to conciliation board	Negotiations.....	Compromise.....	May 9.....	May 10.....	4	148	148	1
Garage mechanics, etc.	Toronto, Ont.....	For guaranteed weekly wage for mechanics	Partial return of workers..	Employer.....	June 9.....	By July 14..	1	33	450	27

Garage mechanics, bus and taxi drivers	Yarmouth, N.S. ....	For a union agreement providing for increased wages and union ciliation	Certification revoked by Labour Relations Board	Employer .....	Aug. 15 .....	By Oct. 3 .....	27 <sup>(a)</sup> .....	1,090	41
Laundry workers. ....	Montreal, P.Q. ....	Protesting dismissal of a female worker	Called off by union on Nov. 22 following bank- ruptcy of establishment	Indefinite .....	Nov. 14 .....	Nov. 22 .....	1	59	400
								422	5,148

"Conciliation" refers to provincial conciliation in all cases except where otherwise stated.

†† Number of employers or establishments.

‡ Employment conditions no longer affected.

§ Interprovincial, see footnote to Table XX.

\* During the year the total time loss in all strikes listed for workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 117,000 days. Workers in other plants who may have been indirectly affected are not included. The following list shows the number of workers indirectly affected in each case:

1.	1,100	12	2,029	23	3,000	34	25
2.	1,278	13	64	24	5	35	45
3.	391	14	30	25	42	36	36
4.	52	15	675	26	100	37	540
5.	11	16	94	27	3,000	38	34
6.	99	17	25	28	12	39	380
7.	982	18	67	29	79	40	25
8.	266	19	12.	30	3,031	41	40
9.	225	20	26	31	8	42	250
10.	45	21	3,000	32	280	43	10
11.	239	22	3,000	33	655		



## Canada and Other Countries

The accompanying tables give information as to industrial disputes resulting in work stoppages (strikes and lockouts) in certain countries since 1940, including Canada, showing the number of stoppages, the number of workers involved, and the time loss in man-working days. Data for the years 1919 to 1939 may be found in the 1950 supplement.

### CANADA

Year	Number ( <sup>1</sup> ) ( <sup>2</sup> )	Workers Involved ( <sup>1</sup> ) ( <sup>3</sup> )	Time Loss in Man- working Days ( <sup>3</sup> )
1940.....	166	60,619	266,318
1941.....	229	87,091	433,914
1942.....	352	113,916	450,202
1943.....	401	213,404	1,041,198
1944.....	195	75,290	490,139
1945.....	197	96,068	1,457,420
1946.....	228	139,474	4,516,393
1947.....	236	104,120	2,397,340
1948.....	154	42,820	885,793
1949.....	137	51,437	1,063,667
1950.....	161	192,153	1,389,039
1951.....	259	102,870	901,739
1951, January.....	18	6,255	16,988
February.....	20	4,944	20,103
March.....	29	4,988	16,960
April.....	22	3,950	10,199
May.....	40	8,038	35,167
June.....	53	15,937	128,510
July.....	36	11,249	119,598
August.....	44	28,215	226,622
September.....	35	10,808	117,480
October.....	33	8,665	55,467
November.....	22	13,074	38,810
December.....	21	12,497	115,835

(<sup>1</sup>) Strikes and lockouts in existence in the period, see Table XXI.

(<sup>2</sup>) Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused.

(<sup>3</sup>) Directly involved only. In 1951, time loss due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 117,000 days. Workers and idleness in other plants which may have been indirectly affected are not included in any of the statistics.

### ARGENTINA

Year	Number ( <sup>1</sup> )	Workers Involved	Time Loss in Man- working Days
1940.....	53	12,721	224,599
1941.....	54	6,606	247,598
1942.....	113	39,865	634,339
1943.....	85	6,754	86,290
1944.....	27	9,121	41,384
1945.....	47	44,186	509,024
1946.....	142	333,929	2,047,600
1947.....	64	541,377	3,467,193
1948.....	103	278,179	3,158,947
1949.....	36	29,164	510,352
1950.....	30	97,048	2,031,827

(<sup>1</sup>) Strikes only.

Countries for which statistical tables on strikes and lockouts have been received in the Department are included. Throughout the year figures for certain countries are given in the monthly articles in the *LABOUR GAZETTE* as they are received in the Department. In all cases statistics dealing with strikes and lockouts in other countries are obtained from the official publications of the countries concerned or

### AUSTRALIA

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Los in Man working Days ( <sup>3</sup> )
1940.....	350	179,939	1,507,252
1941.....	567	240,845	984,174
1942.....	602	166,167	378,195
1943.....	785	288,028	990,151
1944.....	941	260,792	912,752
1945.....	945	326,641	2,119,641
1946.....	869	331,865	1,947,844
1947.....	982	280,718	1,338,728
1948.....	1,141	301,025	1,662,686
1949.....	849	260,720	1,333,990
1950.....	1,276	391,481	2,062,888

(<sup>1</sup>) Work stoppages in existence in period.

(<sup>2</sup>) Workers directly involved

(<sup>3</sup>) Time loss for workers directly and indirectly involved.

### BELGIUM

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1940.....	43	25,519	36,451
1941.....			
1942.....			
1943.....			
1944.....			
1945.....	160	147,417	563,173
1946.....	287	183,231	1,052,594
1947.....	473	353,732	2,211,786
1948.....	155	341,422	1,858,190
1949.....	99	50,134	829,850
1950.....	122	149,936	2,768,555

(<sup>1</sup>) Excluding disputes of less than one day's duration.

(<sup>2</sup>) Workers directly involved.

### CEYLON

Year	Number ( <sup>1</sup> )	Workers Involved	Time Loss in Man- working Days ( <sup>2</sup> )
1940.....			
1941.....			
1942.....			
1943.....	53	6,986	9,593
1944.....	92	16,047	29,985
1945.....	83	32,389	157,673
1946.....	156	54,496	282,696
1947.....	105	55,334	743,831
1948.....	52	5,581	33,846
1949.....	94	480,286	695,916
1950.....	110	28,279	108,454

(<sup>1</sup>) Strikes only; excluding political strikes.

(<sup>2</sup>) Workers directly involved.

from the International Labour Office "Year Book of Labour Statistics".

For certain countries no statistics are available for the war years, 1939 to 1945, or for some of the years during that period.

In the different countries variations occur in the definition of strikes and lockouts and in the methods of compilation of statistics. In nearly all countries no distinction is made between strikes and lockouts, but in a few cases the figures are for strikes only. In some cases the number of strikes and lockouts shown for the year is the number commencing during the year, and in other cases it is the number in existence during the year, including those carried over from the previous year.

The figures published by some countries as to the number of workers involved show

not only the number of workers directly involved but also the number of those indirectly affected, that is thrown out of work by strikes and lockouts to which they were not parties, but exact information on this point is not always given. In the tables herewith, the column showing the number of workers involved includes figures for the number directly involved, or the total number directly and indirectly involved, according to the method adopted by the country concerned. Footnotes to the tables indicate the nature of the statistics with reference to the above points.

For these reasons the figures for strikes and lockouts for the various countries are not comparable but they are an indication of the extent of industrial disputes resulting in work stoppages.

DENMARK

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days
1940.....	9	257	5,000
1941.....	2	65	3,000
1942.....	7	3,155	11,000
1943 (3).....	17	6,315	24,000
1944 (3).....	34	7,690	88,000
1945.....	35	8,526	66,000
1946.....	59	54,241	1,389,000
1947.....	29	7,542	467,000
1948.....	24	2,722	8,000
1949.....	17	2,654	10,400
1950.....	18	2,849	3,700

(1) Work stoppages beginning in period; excluding those causing a loss of less than 100 working days; disputes concerning members of the Employers' Federation only.

(2) Workers directly involved.

(3) Excluding national strike against the occupation forces.

FINLAND

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days
1940.....	4	513	5,397
1941.....	12	2,164	27,078
1942.....			
1943.....			
1944.....			
1945.....	102	37,129	357,664
1946.....	42	18,936	115,984
1947.....	228	114,739	479,496
1948.....	84	16,157	243,544
1949.....	48	59,016	1,195,404
1950.....	78	118,000	4,600,000

(1) Excluding political strikes.

(2) Workers directly involved.

FRANCE

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (2)
1940.....			
1941.....			
1942.....			
1943.....			
1944.....			
1945.....			
1946.....	528	180,067	386,468
1947.....	2,285	2,997,559	22,673,285
1948.....	1,425	6,561,176	13,133,313
1949.....	1,426	4,329,959	7,129,150
1950.....	2,586	1,527,293	11,728,791

(1) Strikes beginning in period.

(2) Directly involved.

GREAT BRITAIN AND NORTHERN IRELAND

Year	Number (1) (2)	Workers Involved (1) (2)	Time Loss in Man- working Days (2)
1940.....	922	299,000	940,000
1941.....	1,251	361,000	1,079,000
1942.....	1,303	457,000	1,527,000
1943.....	1,785	559,000	1,808,000
1944.....	2,194	826,000	3,714,000
1945.....	2,293	532,000	2,835,000
1946.....	2,205	529,000	2,158,000
1947.....	1,721	623,000	2,433,000
1948.....	1,759	426,000	1,944,000
1949.....	1,426	434,000	1,807,000
1950.....	1,339	303,000	1,389,000
1951 (4).....	1,719	379,000	1,692,000

(1) Work stoppages beginning in period.

(2) Work stoppages involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days.

(3) Workers indirectly involved (i.e. thrown out of work at the establishments where the dispute occurred but not themselves parties to the dispute) are included in these totals, as well as workers directly involved.

(4) Preliminary figures.

Many countries publish statistics dealing with strikes and lockouts only once each year or even less frequently, the figures being issued, in some cases, after an interval of great length. Most countries

revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

# INDIA <sup>(1)</sup>

Year	Number ( <sup>2</sup> ) ( <sup>3</sup> )	Workers Involved ( <sup>4</sup> )	Time Loss in Man- working Days
1940.....	322	452,538	7,577,281
1941.....	359	291,054	3,330,503
1942.....	694	772,653	5,779,965
1943.....	716	525,088	2,342,287
1944.....	658	550,015	3,447,306
1945.....	820	747,530	4,054,499
1946.....	1,629	1,961,948	12,717,762
1947 ( <sup>1</sup> ).....	1,811	1,840,784	16,562,666
1948.....	1,259	1,059,120	7,837,173
1949.....	920	685,457	6,600,595
1950.....	814	719,883	12,806,704

(<sup>1</sup>) Formerly listed as British India; since partition to Dominion of India and Pakistan on August 15, 1947, the Government of India has continued the strike statistics.

(<sup>2</sup>) Industrial disputes which have resulted in work stoppages involving 10 or more workers.

(<sup>3</sup>) Work stoppages in existence in period.

(<sup>4</sup>) Includes workers indirectly involved.

# IRELAND

Year	Number ( <sup>1</sup> ) ( <sup>2</sup> )	Workers Involved ( <sup>3</sup> )	Time Loss in Man- working Days ( <sup>3</sup> )
1940.....	89	7,715	152,076
1941.....	71	4,895	77,133
1942.....	69	5,132	115,039
1943.....	81	5,921	61,809
1944.....	84	4,387	38,308
1945.....	87	8,785	243,932
1946.....	105	10,896	150,108
1947.....	194	22,253	449,438
1948.....	147	16,567	258,166
1949.....	153	9,837	273,151
1950.....	154	18,559	216,505

(<sup>1</sup>) Disputes which last less than one day or which involve an aggregate loss of less than 10 man-days excluded.

(<sup>2</sup>) Work stoppages beginning in the period.

(<sup>3</sup>) In progress in period.

# ISRAEL <sup>(1)</sup>

Year	Number ( <sup>2</sup> )	Workers Involved ( <sup>3</sup> )	Time Loss in Man- working Days ( <sup>3</sup> )
1940.....	85	2,221	22,108
1941.....	80	3,803	36,342
1942.....	109	8,540	137,640
1943.....	147	17,846	131,650
1944.....	119	9,835	184,014
1945.....	119	6,063	101,570
1946.....	129	28,082	334,706
1947 ( <sup>1</sup> ).....	45	1,454	7,979
1948.....	53	5,189	57,436
1949.....	72	9,100	55,087

(<sup>1</sup>) Prior to 1948, Palestine.

(<sup>2</sup>) Excluding disputes of less than one day's duration

(<sup>3</sup>) Workers directly involved.

# JAPAN

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>3</sup> )
1940.....	240	24,184	54,129
1941.....			
1942.....			
1943.....			
1944.....			
1945.....			
1946.....	702	517,415	6,266,255
1947.....	464	218,832	5,035,783
1948.....	744	2,304,492	6,995,332
1949.....	554	1,122,123	4,320,688
1950.....	584	763,453	5,486,129

(<sup>1</sup>) Excluding disputes of less than four hours' duration.

(<sup>2</sup>) Workers directly involved.

(<sup>3</sup>) Prior to 1950 figures computed on basis of six-day-working week.

# NETHERLANDS

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1940 (January-May).....	23	3,040	43,700
1941.....			
1942.....			
1943.....			
1944.....			
1945 (May-Decem-ber).....	118	36,540	101,200
1946.....	270	72,090	681,600
1947.....	272	59,920	203,400
1948.....	183	17,740	131,400
1949.....	116	14,340	289,400
1950.....	79	17,640	162,200

(<sup>1</sup>) Work stoppages in existence in period.

(<sup>2</sup>) Workers directly involved.

# NEW ZEALAND

Year	Number	Workers Involved ( <sup>1</sup> )	Time Loss in Man- working Days ( <sup>1</sup> )
1940.....	57	10,475	28,097
1941.....	89	15,261	26,237
1942.....	65	14,345	51,189
1943.....	69	10,915	14,687
1944.....	149	29,766	52,602
1945.....	154	39,418	66,629
1946.....	96	15,696	30,393
1947.....	134	26,970	102,725
1948.....	101	28,494	93,464
1949.....	123	61,536	218,172
1950.....	129	91,492	271,475
1950, 1st quarter...	28	10,604	14,077
2nd quarter...	44	28,614	28,407
3rd quarter...	33	30,144	118,597
4th quarter...	24	22,130	110,394
1951, 1st quarter...	31	9,902	56,451
2nd quarter...	41	9,438	110,521
3rd quarter...	27	15,929	988,799

(<sup>1</sup>) Workers directly or indirectly affected are included.



# NORWAY

Year	Number ( <sup>1</sup> )	Workers Involved	Time Loss in Man- working Days
1940.....			
1941.....			
1942.....			
1943.....			
1944.....			
1945.....	16	4,074	65,000
1946.....	39	4,658	79,000
1947.....	47	8,250	41,000
1948.....	58	5,919	92,000
1949.....	47	9,010	105,000
1950.....	30	4,399	42,000

(<sup>1</sup>) Excluding stoppages of less than one day's duration

# SOUTH AFRICA

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days ( <sup>2</sup> )
1940.....	24	1,846	12,907
1941.....	35	5,450	23,199
1942.....	58	14,008	49,015
1943.....	52	8,395	58,342
1944.....	53	9,225	19,993
1945.....	62	14,154	52,990
1946.....	54	95,735	209,290
1947.....	80	20,012	1,372,758
1948.....	45	3,952	24,608
1949.....	37	7,143	35,977
1950.....	33	3,277	5,829

(<sup>1</sup>) Disputes beginning in period.

(<sup>2</sup>) Not stated whether workers indirectly involved are included.

# SWEDEN

Year	Number	Workers Involved	Time Loss in Man- working Days
1940.....	38	3,936	78,000
1941.....	34	1,929	94,000
1942.....	139	1,332	53,000
1943.....	167	6,926	94,000
1944.....	214	7,021	228,000
1945.....	163	133,171	11,321,000
1946.....	137	1,277	27,000
1947.....	81	56,851	125,000
1948.....	47	6,061	151,000
1949.....	31	1,008	21,000
1950.....	21	2,375	40,000

# SWITZERLAND

Year	Number ( <sup>1</sup> )	Workers Involved ( <sup>2</sup> )	Time Loss in Man- working Days
1940.....	6	578	1,480
1941.....	15	722	14,311
1942.....	19	822	4,030
1943.....	19	1,069	12,050
1944.....	18	1,324	17,690
1945.....	35	3,686	37,187
1946.....	55	15,173	184,483
1947.....	29	6,963	102,209
1948.....	28	4,277	61,408
1949.....	12	853	41,113
1950.....	6	288	5,447
1951.....	8	985	8,469

(<sup>1</sup>) Stoppage of less than one day's duration are excluded.

(<sup>2</sup>) Workers directly involved.

# UNITED STATES

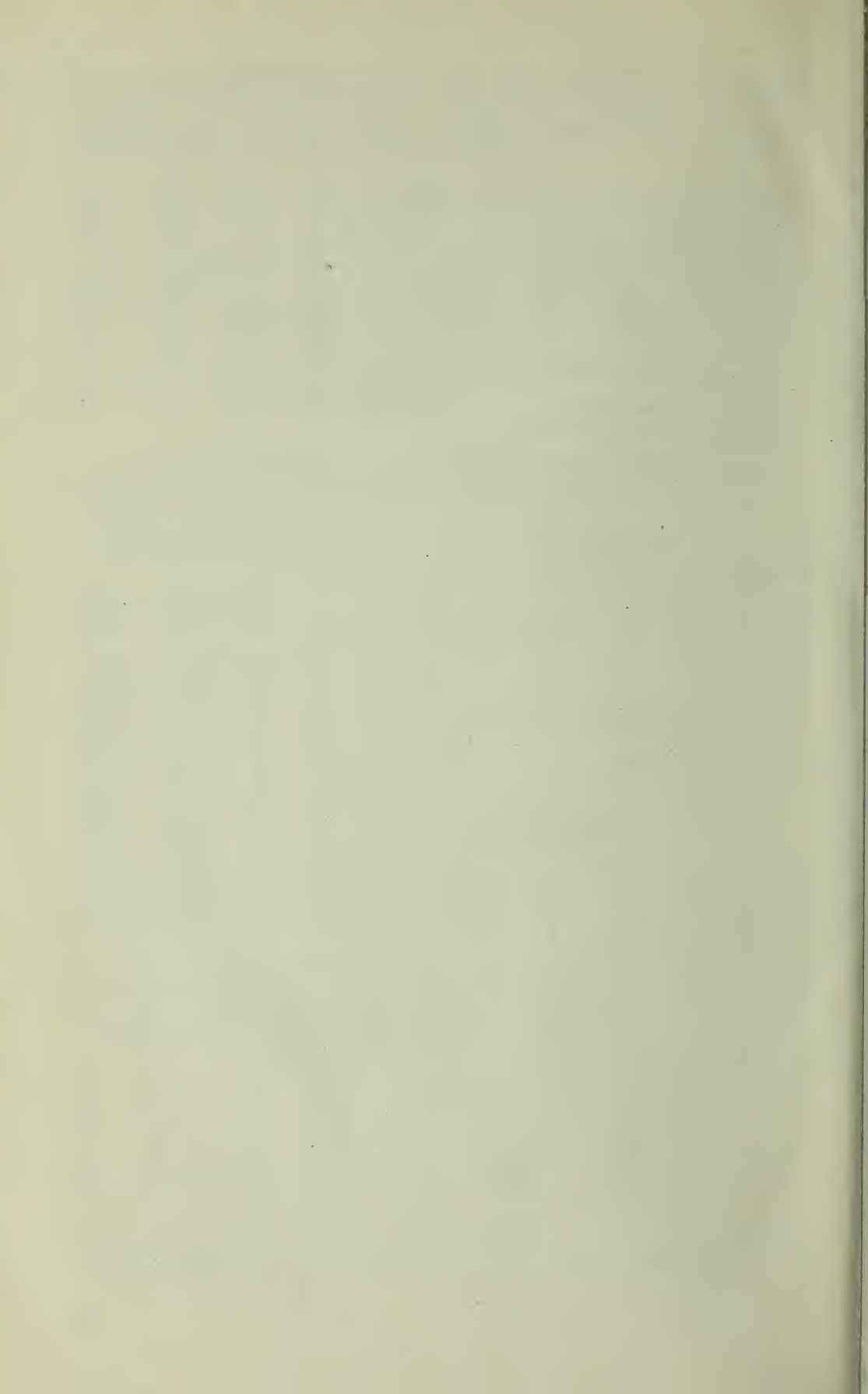
Year	Number ( <sup>1</sup> ) ( <sup>2</sup> )	Workers Involved ( <sup>1</sup> ) ( <sup>3</sup> )	Time Loss in Man- working Days ( <sup>3</sup> )
1940.....	2,508	576,988	6,700,872
1941.....	4,288	2,362,620	23,047,556
1942.....	2,968	839,961	4,182,557
1943.....	3,752	1,981,279	13,500,529
1944.....	4,956	2,115,637	8,880,078
1945.....	4,750	3,470,000	38,000,000
1946.....	4,985	4,600,000	116,000,000
1947.....	3,693	2,170,000	34,600,000
1948.....	3,419	1,960,000	34,100,000
1949.....	3,606	3,030,000	50,500,000
1950.....	4,843	2,410,000	38,800,000
1951 ( <sup>4</sup> ).....	4,650	2,130,000	22,600,000
1951 ( <sup>4</sup> ) January....	438	238,000	1,280,000
February....	345	199,000	1,900,000
March.....	353	131,000	1,730,000
April.....	363	162,000	1,910,000
May.....	432	164,000	1,820,000
June.....	389	189,000	1,790,000
July.....	440	276,000	1,880,000
August.....	490	210,000	2,600,000
September....	430	200,000	2,420,000
October.....	470	240,000	2,750,000
November....	300	70,000	1,600,000
December....	200	55,000	900,000

(<sup>1</sup>) Work stoppages due to labour-management disputes beginning in the period.

(<sup>2</sup>) Work stoppages due to Labour-Management disputes which involve as many as six workers and last as long as a full day or shift are included.

(<sup>3</sup>) All workers in the plant made idle because of the dispute, but not workers or idleness in other plants indirectly affected, are included.

(<sup>4</sup>) Preliminary figures.









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